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Royal Irish Constabulary and Dublin
Metropolitan Police.

REPORT
OF THE
COMMITTEE OF INQUIRY,
1914.

Presented to Parliament by Command of His Majesty.



LONDON :

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IRISH POLICE COMMITTEE, 1914.

REPORT

TO

HIS EXCELLENCY THE LORD LIEUTENANT-GENERAL AND GENERAL
GOVERNOR OF IRELAND.

MAY IT PLEASE YOUR EXCELLENCY,

1. Under date 10th January, 1914, the following letter was issued from the Chief Secretary's Office, Dublin Castle :—

SIR,

I am directed by the Lord Lieutenant to state that His Excellency has appointed a Departmental Committee, consisting of you as Chairman: Mr. M. F. Headlam, Treasury Remembrancer; and Mr. R. F. Starkie, Resident Magistrate, to enquire into the questions raised in the Memorials presented through the Chief Commissioner of the Dublin Metropolitan Police, and the Inspector-General of Constabulary, and to report what improvements (if any) are required in the pay and allowances of the two Forces, and how far the cost of such improvements can be met by any practicable reforms in their organisation.

Mr. J. Brennan, of this office, will act as Secretary of the Committee.

I am, Sir,

Your obedient Servant,

J. B. DOUGHERTY.

The Right Honourable

Sir David Harrel, K.C.B., K.C.V.O., I.S.O.,

Shankill.

County Dublin.

2. On the 15th of the same month the Committee received, through the Under-Secretary, for the purpose of inquiry and report certain Memorials from the County and District Inspectors of the Royal Irish Constabulary relative to their pay, and the question of making provision for the widows and children of deceased officers of the Force.

PRELIMINARY PROCEEDINGS.

3. The Committee assembled at once to consider the procedure that could best be adopted to carry out Your Excellency's wishes, and having carefully considered the terms of reference and the Memorials referred to therein, arrived at the decision to begin with the Royal Irish Constabulary, and to ask for witnesses. With this object in view the following letter was addressed to Colonel Sir Neville Chamberlain, the Inspector-General of the Royal Irish Constabulary :—

IRISH POLICE COMMITTEE,

UPPER CASTLE YARD, DUBLIN.

21st January, 1914.

SIR,

The Lord Lieutenant having, as you are aware, been pleased to appoint a Committee to inquire, among other things, into the representations as to pay, allowances, and kindred matters promissed in Memorials recently addressed to His Excellency on the part of the Commissioned and Non-Commissioned ranks of the Royal Irish Constabulary, I am instructed by the Committee to request that you will be good enough to cause the necessary steps to be taken to secure the attendance of representative members of the Force to give evidence at the Inquiry.

The Committee do not, of course, wish to hamper in any way the production of full evidence in support of the case put forward by the Memorialists, but, in order to save time, they suggest that, as on the occasion of the Inquiry of 1901, the number of witnesses from the Non-Commissioned ranks should not exceed forty. As to the distribution of these witnesses, reference both to the different grades concerned and to geographical areas, the Committee desire to leave in your hands the making of such arrangements as will be most effective for the object in view; with the proviso that, in view of the different circumstances of urban and rural forces, certain of the town forces should be specially represented. For this purpose, they suggest that the police of the seven cities and towns represented separately in 1901—Belfast, Cork, Galway, Limerick, Londonderry, Sligo, and Waterford—should again send spokesmen on the present occasion.

I am further to ask that a suitable number of representatives be chosen to give evidence concerning the claims made on behalf of the Commissioned Officers of the Force, due regard being had to any varying local or other circumstances which may have a bearing on the points at issue.

With respect to the selection of witnesses, Commissioned or Non-Commissioned, the Committee desire to leave the various ranks of the Force, subject to disciplinary requirements, to exercise to the full their own discretion.

I should be glad if, when the choice of these representative witnesses has been made, you would communicate to me a full list giving the Station, District, or County of each individual selected. The date at which the Committee will first meet for the taking of evidence cannot yet be stated exactly, but I will communicate further with you as to this and as to the mode and time of summoning witnesses which would be most convenient to the Committee and the Force. Meanwhile, it is the wish of the Committee that the selection of witnesses should be completed if possible not later than Tuesday, the 10th February.

I am, Sir,

Your obedient Servant,

The Inspector-General,
Royal Irish Constabulary.

JOSEPH BRENNAN,
Secretary to the Committee.

4. The Inspector-General, by circular letter addressed to the County Inspectors on the 22nd January, 1914, prescribed methods by which representatives of the various ranks were to be selected by the Head and other Constables for the purpose of appearing as witnesses before the Committee.

5. The Committee met on the 24th February, 1914, and commenced the taking of evidence from these selected representatives, and from other witnesses. The examination of the County and District Inspectors, who were elected to give evidence in support of the Officers' Memorials, commenced on the 10th March, 1914.

The inquiry into the representations made on behalf of the Dublin Metropolitan Police began on the 31st of the same month.

PART I.

6. The Memorials presented to Your Excellency on behalf of the Head and other Constables of the Royal Irish Constabulary, although varying in terms, refer mainly to the following subjects, namely—Pay, Good Service or Merit Pay, Lodging Allowance, Subsistence and other Allowances, Pensions on retirement, and the Pensions for widows and children of deceased members of the Force.

The claims for increases of Pay vary from £12 to £26 per annum to the pay of Constables, or an advance of from 20 to 30 per cent. in the pay of all ranks.

Most of the Memorials ask that the deduction from pay of one shilling per week for Barrack accommodation should be abolished, and that lodging allowance to married men, not accommodated in Barracks, should be increased, and should be paid from the date of marriage instead of, as at present, after ten years' service in the Force.

The Memorialists ask for better pension terms owing to difficulties in obtaining employment after retirement, and that pensions should be calculated on the actual rate of pay at the date of retirement, all allowances to be added to pay for pension purposes.

Some ask that voluntary retirement on pension should be permitted on the completion of 25 year's service, as was the case prior to the Constabulary (Ireland) Act, 1908.

It is also asked that Section 6 (a) of that Act should be repealed.

since the Memorialists point out that the pay of Head Constables has remained unaltered since 1883, and that the pay of Constables of under seven years' service, after the deduction for Barrack rent, is the same as that fixed from the 1st December, 1872.

In support of the claims for a general increase of pay, and of certain allowances, it is stated that in recent years there has been a large increase in the cost of living as well as a material advance in the standard of comfort, especially amongst the farming and labouring classes in Ireland.

Attention is also called to the fact that the wages of all classes of artisans and unskilled labourers in Ireland have risen, and that the pay of many of the English Police Forces has been substantially increased since the last revision of the pay of the Royal Irish Constabulary.

Some of the Memorialists compare their pay with that of men of corresponding rank in some of the higher paid English Forces, and it is alleged that many married members of the Irish Force have become financially embarrassed owing to the inadequacy of their pay and allowances.

8. References are also made to the slowness of promotion. It is suggested that the rank of Acting-Sergeant should be abolished, and that all vacancies in the rank of District Inspector should be filled by the promotion of Head Constables. At present Head Constables receive half the vacancies.

9. In order to inquire fully into the various matters set forth in the Memorials we examined witnesses elected by the Head and other Constables of the Force, and representative of the several grades, certain cities and towns being specially represented. The elected representatives of the Force consisted of five Head Constables, eight Sergeants, one Acting-Sergeant, and twenty-three Constables.

We also examined the Inspector-General, the Commandant of the R.I.C. Depot, the Commissioner of Police at Belfast, two County Inspectors, and five District Inspectors, with reference to the various matters contained in the Memorials.

Mr. W. Campbell, Clerk in charge of Accounts in the Finance Division of the Constabulary Office, and Mr. H. M. Metcalfe, Principal Staff Officer in the Administrative Division of that Office, gave us full and detailed information, the former as to the formation and distribution of the Force, and the financial provisions for its maintenance, the latter as to the organisation and administration of the Force, including such matters as recruiting and promotion.

10. We also took evidence as to the pay and allowances and conditions of service of certain English and Welsh Police Forces from Mr. Leonard Dunning, His Majesty's Inspector of Constabulary for the Southern District of England and Wales, and from Mr. J. V. Stevenson, Chief Constable of Glasgow, as regards the Police of that city. Both these gentlemen had served as Officers in the Royal Irish Constabulary, and Mr. Dunning was for nine years in command of the Liverpool Police.

Two commercial gentlemen, namely, Mr. James Woods, of Messrs. Forster, Green & Co., of Belfast, and Mr. Thomas Pollock, J.P., of Cavan, attended our Inquiry at the request of the Memorialists, and gave evidence in support of the statements in the Memorials as to the increased cost of living in recent years in Ireland.

We also took evidence from Mr. F. H. McLeod, Director of the Department of Labour Statistics of the Board of Trade, as to the advances or variations of prices of various articles of food and other necessities of life, and as to the rents of working class dwellings, at different periods from the year 1872 up to the present time. He also gave evidence of variations in the wages of artisans and labourers and of Police pay in Great Britain during the last thirty years.

Mr. O'Connor, General Inspector of the Local Government Board, and Mr. Butler, the Superintendent of the Statistical Branch of the Department of Agriculture in Ireland, also gave evidence, and afforded us valuable information, the former on the subject of wages and rents of working class dwellings, and the latter with reference to the prices of various classes of local produce and the advance in the standard of living in Ireland in recent years.

REPRESENTATIONS OF THE ELECTED WITNESSES AS TO PAY.

11. The elected witnesses were practically unanimous in claiming an increase of 25 per cent. to the pay of all ranks on the ground that the cost of living in Ireland had advanced by at least that amount since the last Committee of Inquiry, which was held in the year 1901.

Almost all the witnesses, including the commercial gentlemen already mentioned, gave detailed comparisons of the prices of food and other necessities of life in or about that year and at the present time.

Accounts were produced showing the actual or estimated necessary expenditure of both married and single men of the various ranks in the Force.

In many cases the actual or estimated outlay of married men with children exceeded their pay and allowances, and it was stated that even in the case of single Constables their pay was sufficient only for their immediate needs.

12. A good deal of evidence was also given as to the material advance in the standard of comfort amongst the farming and labouring classes in Ireland since the passing of the various Land Purchase Acts, and the Acts for the provision of cottages and allotments at cheap rates for agricultural labourers.

Several of the witnesses gave detailed comparisons between the wages of artisans and other workers in or about the year 1901 and at the present time.

It was pointed out on behalf of the men in rural districts that the establishment of Creameries, Bacon-factories, and Co-operative Societies had raised the cost of living in the country to the level of that in the cities and towns.

13. It was suggested that the Constables' maximum pay should be attained at fifteen years' service, the Sergeants' maximum at two years' service in the rank instead of four years as at present, and that the Head Constable should reach his maximum pay after three years as Head Constable instead of five years.

Some of the witnesses were of opinion that there should be a greater difference than now exists between the pay of Head Constables and Sergeants and between that of Sergeants and Constables. We may point out that the difference in pay between the various Police ranks is much more marked in the English and Scottish Forces than it is in the Royal Irish Constabulary.

It has been specially claimed on behalf of the Head Constable Major at the R.I.C. Depot that he should be on a higher rate of pay than the maximum pay of a Head Constable, as he has wider and more responsible duties to perform than the other Head Constables at the Depot. Up to the year 1883 he was at a higher rate of pay than the main body of the First Class Head Constables in the Force.

14. Several witnesses advocated the granting of pensionable Merit or Good Service Pay to Constables of twenty years' service who having failed to obtain promotion were nevertheless active and zealous Policemen.

CONSIDERATIONS BEARING ON CONSTABULARY PAY.

15. During the last forty-two years there have been three revisions of the pay of the Royal Irish Constabulary, namely, in 1872, 1883, and 1908, the last revision being made mainly in accordance with the recommendations of the Committee of Inquiry of the year 1901.

The following Table shows the rates of pay as fixed by Statute in the years named :—

RANK.	From 1st Dec., 1872	From 18th June, 1883.	From 21st December, 1908.
	£ s. d.		
Head Constable Major ...	104 0 0	£104	£104.
1st Class Head Constable	91 0 0	Head Constable over six years in rank—£104.	Head Constable over five years in rank—£104.
2nd Class Head Constable	83 4 0	Over three years in rank— £97 10s.	Under five years in rank—£97 10s.
Constable (now Sergeant)	72 16 0	Under three years in rank—£91 Sergeant over four years in rank—£80 12s.	Sergeant over four years in rank—£83 4s.
Acting Constable (now Acting Sergeant)	67 12 0	Under four years in rank—£75 8s. Acting Sergeant—£72 16s. ...	Under four years in rank—£78 Acting Sergeant—£75 8s.
Sub-Constable (now Con- stable). Over 20 years.	62 8 0	Constable over 20 years—£70 4s.	Constable over 25 years—£72 16s.
Do. Over 14 years	59 16 0	Do. Over 15 years—£67 12s.	Do. Over 15 years—£70 4s.
Do. Over 8 years	57 4 0	Do. Over 12 years—£65 ...	Do. Over 13 years—£67 12s.
Do. Over 4 years	54 12 0	Do. Over 9 years—£62 8s.	Do. Over 11 years—£65.
Do. Over 6 months	52 0 0	Do. Over 7 years—£59 16s.	Do. Over 7 years—£62 8s.
Do. Under 6 months	39 0 0	Do. Over 4 years—£57 4s.	Do. Over 4 years—£57 4s.
	—	Do. Over 6 months—£54 12s.	Do. Over 6 months—£54 12s.
	—	Do Under 6 months—£39 ...	Do. Under 6 months—£39.

16. Twelve Head Constables of each class in that rank received, up to the revision of pay in 1883, an additional £10 per annum. A limited number of Constables, now Sergeants, received £4 per annum in addition to their ordinary pay. These extra rates were pensionable.

17. It will be observed that under the 1883 Scale Constables of under seven years' service were granted an increase of pay of one shilling per week, but the Constabulary and Police (Ireland) Act of that year, which fixed the scale of pay, also provided for the deduction of one shilling per week from the pay of Head and other Constables accommodated in Barracks. As Constables under seven years' service are not permitted to marry, they are necessarily accommodated in Barracks, so the actual pay they received was the same after as it was before the increase of pay was granted. The only advantage they derived from the passing of the Act was the shortening of the period for increment of pay from eight years to seven years. Constables in their eighth year of service were better off by 1s. per week than they were before, but on passing into their ninth year's service they were again as regards net pay in the same position as they had been under the old scale of pay. It was not until the tenth year of service that uninterrupted increases in net pay commenced.

Except therefore the increase of 1s. per week in the net pay of a Constable in his eighth year's service, Constables of nine years' service and under did not derive any benefit from the recommendations of the Committee of Inquiry of 1883 apart from the boot allowance of six pence per week, which was common to the whole Force, and such benefit as would arise on the grant of a gratuity on their retirement owing to incapacity. No change has since been made in the pay of men of seven years' service and under. Their net pay is therefore now not more than the pay of the rank at that service in the year 1872. The maximum pay of a Head Constable has not advanced since 1883. The Head Constable Major's pay is that fixed in 1872.

App. III.

18. We will now proceed to consider the question of the increased cost of living since the year 1901, the year of the last Committee of Inquiry, and to compare the present prices of food and other necessities of life with those current in the years 1872, 1883, and 1901. An examination of the evidence given before the Committees of Inquiry of those years and the Reports of the Committees, show that the prices of the necessities of life were higher in 1872 than in the year 1883, and that those prevailing in the year 1901 were lower than in 1883, while those for 1913 seem about the same as in the latter year.

19. A chart furnished to us by the Statistical Department of the Board of Trade, illustrating the fluctuations in wholesale and retail prices and in wages in the United Kingdom for the years from 1871 to 1913, with the year 1900 as the base year at 100, shows that the index number for wholesale prices of forty-seven articles for the year 1872 was 145·2, that for 1883 about 126, for 1901 about 96, and for 1913 it was nearly 117.

App. XX.

The forty-seven articles included coal, metals, corn, meat, dairy produce, and other articles of food.

The year of lowest prices was 1896, when the index number was 88·2. The line on the chart for retail prices follows very closely that for wholesale prices.

The wages line commences at the year 1879, when the index number was 81. In 1896 when prices were lowest the wages line had risen to 90, and the index number for last year was 105.

Mr. McLeod, of the Statistical Department of the Board of Trade, who has given us much valuable information on this subject, expressed his opinion that the course of prices in Ireland for most of the articles referred to in the chart must have been similar to that in Great Britain, although the fluctuations in Ireland in prices of local agricultural produce might have been somewhat different. His opinion naturally carries great weight, but he disclaims having any special knowledge of country districts in Ireland.

20. In the years 1905 and 1912 the Board of Trade made special inquiries in the six Cities of Ireland as to the prices of certain commodities, which included bread, flour, potatoes, beef, mutton, pork, bacon, eggs, milk, butter, cheese, tea, sugar, and coal. In 1905 the Inquiry extended to fourteen other towns. Mr. McLeod has informed us that his Department found that the mean advance in prices in the six cities between the years 1905 and 1912 was about 15 per cent.

App. XXIII

21. Mr. Butler, the Superintendent of the Statistical Branch of the Department of Agriculture in Ireland, has furnished us with the following table, which indicates the variation in wholesale prices of the products named in the years 1883, 1901, and 1913.

TABLE showing the Average Prices of Certain Agricultural Products in Ireland in the Years 1883, 1901, and 1913 with the Percentage of Increase or Decrease.

				1883	1901	1913	Percentage of Increase or Decrease.	
							1883-1901	1901-1913
				s. d.	s. d.	s. d.		
Butter per 112 lbs.	...	...	...	104 4	99 2	103 0	- 4.9	+ 3.9
Eggs per 120	...	...	...	7 2½	6 8	9 5½	- 7.5	+ 41.6
Beef per 112 lbs.	...	...	...	67 1	55 3	62 5	- 17.6	+ 13.0
Mutton per 112 lbs.	...	...	...	76 7	60 8	70 5	- 20.8	+ 16.1
Potatoes per 112 lbs.	...	...	...	3 1	3 1	3 9¾	—	+ 23.6
Pork per 112 lbs.	...	...	...	49 1	48 11	63 7	- 0.3	+ 30.0
Wheat per 112 lbs.	...	...	...	8 0	6 4⅓	7 5½	- 20.1	+ 16.6

NOTE—Figures obtained from the Return of Prices of Crops, Live Stock, and other Irish Agricultural Products published by the Irish Department of Agriculture.

pp. XVIII.
pp. XIX.

22. The various Departmental Statistics which we have quoted are borne out by the Return of Contract Prices of provisions supplied to the Prisons and Military Commissariat in Ireland.

23. We are of opinion that the Constabulary witnesses over-estimated the percentage of increase in the cost of living since the year 1901.

We are, however, satisfied that the cost of living in Ireland has substantially increased since the pay of the Royal Irish Constabulary was last the subject of inquiry, that is to say since the year 1901.

We do not think it necessary to form any opinion as to the exact percentage of increase, as the cost of commodities varies downwards as well as upwards, and the conclusions we have come to are based not only on the recent advance in prices, but also on several other considerations which cannot easily be measured by percentages.

pp. XXI.
pp. XI.

24. We have had to consider the remarkable advance in the standard of living amongst the farming and labouring classes in Ireland in recent years, as well as the general increase in the wages of artisans and skilled and unskilled labourers, and the substantial increases of pay granted at comparatively short intervals to the Police Forces in the cities, towns, and counties of Great Britain.

It is a matter of common knowledge that during the last ten years or more the classes from which the Constabulary is recruited have materially advanced in prosperity, occupy better dwellings, and have adopted a higher standard of living and of general comfort. This change in the life of the people can hardly be illustrated by statistics, but some statistical information has been furnished to us which bears upon the subject.

pp. XXIV.

25. Mr. Butler, whom we have already mentioned, has drawn our attention to extracts from Table 49, General Report of the Census (Ireland), 1911, which deals with inhabited houses in civic and rural areas in Ireland in 1881, 1891, 1901, and 1911. The houses are divided into four classes, the fourth being the lowest class of dwelling.

In the year 1881 in rural areas there were 38,804 fourth class houses, ten years later the number had fallen to 19,761. in 1901 they numbered 9,346, and in 1911 they had further fallen to 4,828. During the same period, that is from 1881 to 1911, third class houses decreased in the same areas by about half, and there was a large increase in second class houses.

26. Mr. O'Connor, a General Inspector under the Local Government Board, whom we also examined, told us that the cost of maintaining the inmates of Workhouses in Ireland is now about 30 per cent. higher than it was in the year 1883, although the prices of the commodities supplied are not now materially different from the prices at that time. The increased cost is of course due to a greatly improved dietary, and other provisions made for the comfort of the pauper inmates.

27. On the subject of the general advance in the wages of all classes of artisans and labourers we have already referred to the Chart furnished to us by the Statistical Department of the Board of Trade, which indicates an advance in wages, without any serious fluctuations, from the year 1879 to the present time. App. XX.

The improvement in wages varies for each class of worker, and members of the Constabulary cannot be exactly compared with men of either the artisan or skilled or unskilled labouring classes. It would therefore be useless to attempt to come to any conclusion as to a suitable rate of Constabulary pay on the basis of the percentage of increases in the wages of any particular class of workers, or of workers as a whole, especially as such increases have been accompanied in certain cases by the shortening of hours of labour and increased remuneration for overtime work.

28. Mr. McLeod told us that the Board of Trade Returns show that in Ireland the wages of agricultural labourers have increased since 1901 by about 13 per cent., and since the year 1882 by as much as 30 per cent. In 1912 the Department of Agriculture and Technical Instruction estimated roughly the average wage of the agricultural labourers in Ireland, taking the country as a whole, at about 12s. 6d. a week. In Cork since the year 1882 the wages of builders' labourers have risen from 12s. to 19s. per week, being an advance of 58·3 per cent. App. XXI. (a).

29. Returns, also furnished by the Board of Trade, show the rates of pay of Police Constables in the cities, boroughs, and counties in Great Britain in the years 1883, 1901, and 1913, with the increases of pay granted between the years 1883 and 1913, and from 1901 to 1913. App. XXI. (b), (c), (d), (e).

There are 59 County and 131 Borough Forces in England and Wales, and 33 County and 30 Burgh Forces in Scotland.

Since 1901 the minimum rates in 40 County Forces in England and Wales have been increased by from 6d. to 3s. per week, and in 29 Scottish County Forces by from 6d. to 3s. 6d. per week. In 132 City and Borough Forces in Great Britain the increases of pay ranged from 6d. to 4s. per week. The increases in the maximum rates varied from 6d. per week to 5s. 4d. per week in Counties, and from 2d. to 5s. 6d. per week and over in Cities and Boroughs. The increases in the maximum rates of pay since 1883 have in some few instances risen to as high as 9s. 11d. per week in Counties, and up to 10s. per week and over in Cities and Boroughs.

30. We have now dealt with the main grounds upon which an increase of pay is claimed by the Head and other Constables of the Royal Irish Constabulary. It is evident that there would be no justification for acceding to the claim of the elected representatives of the Force that the existing rates of pay of the several ranks should be increased by 25 per cent. We are, however, satisfied that if it is desired to maintain the present high standard of physique and intelligence in the Royal Irish Constabulary, and to continue to recruit it from the class from which its members have hitherto been drawn, it will be necessary substantially to improve the pay of the Force. We give at the conclusion of our Report a table showing the rates of pay we recommend.

31. We are of opinion that the Head Constable Major should receive a higher pay than the other Head Constables, and that the difference between the pay of Sergeants and Constables should be greater than it now is.

We venture to express a hope that our recommendation as to an improved scale of pay may be given effect to with the least possible delay. It is evident that the Royal Irish Constabulary has ceased to attract suitable recruits, and that the number of resignations of capable and efficient Constables, who either go to better paid Police Forces, or leave with a view to otherwise bettering their positions, is unduly large.

We think that the scale of pay we recommend ought to lead to contentment in the Force, and again make it sufficiently attractive as a source of employment for young men of the classes from which it has always been recruited.

32. We will now give in detail the information which has been furnished to us from the Constabulary Office on the subject of recruiting for the Royal Irish Constabulary during the last thirteen years, and of the resignations from the Force since the year 1883.

RECRUITING.

33. The following Return, submitted by the Inspector-General, shows the number of First and Second Class candidates for the Force on the Register on the 31st December of each of the thirteen years from 1901 to 1913.

Year.	First Class Candidates.	Second Class Candidates.	Total.	Vacancies in the Strength of the Force as fixed by Government.
1901 ...	721	191	912	—
1902 ...	581	223	804	13
1903 ...	605	202	807	—*
1904 ...	507	179	686	—*
1905 ...	274	152	426	—*
1906 ...	209	231	440	41
1907 ...	390	226	616	—
1908 ...	164	330	494	—
1909 ...	198	239	437	16
1910 ...	171	266	437	36
1911 ...	198	136	334	113
1912 ...	91	101	192	73
1913 ...	19	84	103	227

* Recruiting suspended during 1903, 1904, 1905, and the strength of the Force being reduced.

NOTE.—Second Class Candidates are most inferior, and are rarely transferred to the First Class, from which alone men are enlisted. Experience shows that about 30 per cent. of the First Class Candidates fail to pass the Surgeon's examination.

34. It will be observed that in the year when the last Committee of Inquiry was held, namely in 1901, there were 721 First Class candidates on the Register, and that the number of such candidates on the 31st of last December was only nineteen, while the vacancies to be filled at the latter date amounted to 227.

35. In August last the Inspector-General called for reports from the County Inspectors throughout Ireland as to the causes of the falling-off in the number of candidates for the Force. The principal causes assigned were as follows:—Inadequate pay; uncertainty of prospects owing to impending political changes; superior and better paid positions in ordinary civil life; the higher pay given to Police Forces in Great Britain and the Colonies; the improvement in the condition of the farming and labouring classes which has resulted from the operation of the Land Purchase and Labourers Acts.

The County and District Inspectors and other members of the Force who have given evidence before us were of opinion that in recent years the recruits who have joined, although up to the standard minimum height of 5 feet 9 inches, and chest measurement of 36 inches, have been somewhat inferior in physique and education. It is stated that men are now accepted for the Force who would have been rejected as candidates up to a few years ago.

RESIGNATIONS.

36. The following Table gives the number of resignations from the Royal Irish Constabulary in the thirty-one years from 1883 to 1913:—

Year	Resignations.	Year	Resignations.	Year.	Resignations.
1883 ...	293	1894 ...	66	1905 ...	58
1884 ...	138	1895 ...	56	1906 ...	45
1885 ...	123	1896 ...	75	1907 ...	99
1886 ...	142	1897 ...	58	1908 ...	123
1887 ...	152	1898 ...	65	1909 ...	115
1888 ...	102	1899 ...	70	1910 ...	143
1889 ...	102	1900 ...	96	1911 ...	163
1890 ...	137	1901 ...	116	1912 ...	224
1891 ...	121	1902 ...	156	1913 ...	299
1892 ...	84	1903 ...	85		
1893 ...	76	1904 ...	74	Total ...	3,656

37. The reasons which the men who resigned last year gave for leaving the Force were mainly as follows :—

To better their positions	...	...	...	125
Inadequacy of the R.I.C. pay	...	...	...	43
To join better paid Police Forces	...	...	...	32

Forty-five men assigned other causes. Forty-two recruits (that is Constables under six months' service) resigned while under training. Twelve men sent in their resignations on being reported for breaches of discipline.

Of the 299 men who resigned, 116 had between four and six years' service. Their rate of pay was 22s. per week, from which one shilling per week was deducted for Barracks accommodation. App. XIV.

It is of course obvious that some of the causes assigned for the difficulty in procuring recruits apply also to the increasing number of resignations. The general result is that the annual wastage of the Force is not being adequately repaired. App. VII.

MERIT OR GOOD SERVICE PAY.

38. Several of the Memorialists advocate the establishment of a system of Merit or Good Service Pay for Constables of over twenty years' service who have failed to obtain promotion, but who are nevertheless active, well-conducted, and zealous policemen.

In many of the English and Welsh Police Forces Merit or Good Service pay is granted to men who fulfil certain conditions, but in those countries the proportion of Constables who obtain promotion to a higher rank is much smaller than in the Irish Constabulary. There is therefore a greater necessity than exists in Ireland for recompensing by special rates of pay Constables who, through no fault of their own, have failed to secure advancement. App. XI.

We believe that the selection of the most deserving Constables in the Royal Irish Constabulary for Merit or Good Service pay would present difficulties of somewhat the same kind as now surround the question of promotion, and which are inseparable from any system of selection amongst a large and widely distributed body of men such as the Royal Irish Constabulary.

We are therefore not disposed to recommend the adoption of Merit or Good Service Pay for the Force.

DEDUCTION FROM PAY FOR ACCOMMODATION IN BARRACKS.

39. Almost all the elected witnesses have asked that the deduction from pay for accommodation in Barracks should be abolished, as the Police Barracks in Ireland are largely used for public purposes, and they say that the accommodation afforded, at least to single men, is not value for the sum deducted from their pay.

In pursuance of Section 2 of the Constabulary and Police (Ireland) Act, 1883, one shilling per week is deducted from the pay of Head and other Constables, with the exception of the Head Constable Major and Constables of under six months' service, who are accommodated in Barracks. Married men who live out of Barracks are of course exempted from the deduction, provided their marriages are registered in the Constabulary Department in accordance with the regulations of the Force.

40. In the Police Forces in Great Britain when men live in station houses deductions from their pay varying from 1s. to 1s. 9d. per week are made for such accommodation.

In the Dublin Metropolitan Police men in Barracks pay 1s. 2d. per week for Barrack accommodation and fuel and light.

We do not think that a sufficiently strong case has been established for making an exception in the case of the Royal Irish Constabulary.

We are therefore unable to recommend that the members of the Force who live in Barracks should be accommodated free of charge.

PENSIONS.

41. On the subject of Pensions to Head and other Constables on retirement the elected witnesses generally supported the claims set forth in the Memorials. Some witnesses asked that pay for purposes of pension should include all allowances, others limited the allowances to those for lodging, for boots, for being in charge of a station, and for making up clothing, with the estimated cost of the clothing. It was also pointed out that the lodging allowances to County and District Inspectors are pensionable. App. I.

Other claims in the Memorials on the subject of pensions are that full pay should be given on retirement ; that two-thirds of pay and allowances should be obtainable at twenty-five years' service, with one-fiftieth of pay and allowances for each further year up to thirty years' service ; that pensions on incapacity for further service should be obtainable at ten years instead of fifteen years' service. One Memorial asks for three-fourths of pay and allowances on retirement.

42. The witnesses were practically unanimous in claiming that pensions in all cases should be calculated on the pay, or pay and allowances, at the date of retirement, and not on the average pay of the preceding three years where there has been a change of pay, but not of rank, during that time.

The 4 & 5 Wm. IV., Chap. 24, Section 12, provides that pensions shall not be computed on the amount of the salary at time of retirement unless the member of the Force retiring has been in receipt of the same, or in the class from which he retires, for at least the previous three years. If not, the pension is to be calculated on the average amount of salary for the three years preceding retirement. This Act applies to members of the Force who joined before the passing of the Constabulary and Police (Ireland) Act, 1883.

But Section 14 (c) of Schedule II. of the latter Act provides that in the case of Constables joining the Force after the passing of the Act the pension must be computed upon the average salary of the three years preceding retirement if the salary has changed within that time, even though the individual concerned may have spent three years or more in the class from which he retires.

43. There is a general demand in the Memorials, which was supported by nearly all the elected witnesses, that the provision in the Constabulary (Ireland) Act, 1908, fixing the period for voluntary retirement at thirty years' service and fifty years of age, should be repealed. This provision applies only to men joining the Force since the passing of the Act, but Section 6 (a) provides that members of the Force who joined before the passing of the Act, and who are entitled to retire on completing twenty-five years' service, shall, if they retire before thirty years' service and fifty years of age, have their pensions calculated on the scale of pay which they would be entitled to receive if the Act had not passed.

44. A great deal of evidence was given as to the difficulty that pensioners from the Constabulary meet with in obtaining employment, which is alleged to be due to the fact that they have been in the Government service. Resolutions against the employment of pensioners were passed by various public bodies in Ireland.

Somewhat similar complaints as to the difficulty in obtaining employment were made before the Committees of Inquiry of 1882 and 1901 ; and the subject is dealt with in the Reports of these Committees.

App. V.

In Ireland, outside the City of Dublin there are 6,435 Constabulary pensioners. Of these 1,999 are in business on their own account, and 1,677 are in situations. Many of the 2,759 unemployed pensioners must be men of advanced age, and therefore incapable of taking employment. There is unquestionably a strong feeling amongst the ordinary wage-earning classes against the employment of men in receipt of pensions. This is at least partly due to the feeling that such men compete unfairly with ordinary workers in being able to sell their labour at a lower rate, and some employers, especially public bodies, take the view that pensioners being already provided for, it is fairer to take into their service men who are wholly dependent on the wages they are actually earning.

It is possible that in some cases there is a prejudice against employing Royal Irish Constabulary pensioners owing to their having been in that branch of the Government service, but how far that prejudice extends, or what effect it may have, it is difficult to say. It is a matter of common knowledge that many Constabulary pensioners do obtain good positions on leaving the Force.

We think that a great deal might be done to assist Constabulary pensioners in obtaining either temporary or permanent employment if a register was kept in the City or County Head Quarters of such pensioners as desire employment.

We feel sure that the Superior Officers of the Force and the County and District Inspectors could do much to assist such men in procuring suitable work.

App. IV.

45. On the 30th of November last there were 106 Officers, 521 Head Constables, 3,337 Sergeants, and 3,654 Acting-Sergeants and Constables on the Pension List. The total cost for the year 1912-13 was £408,369. The number of Head Constables and Sergeants serving in the Force on 31st December last was 236 and 1,683, respectively.

46. We are strongly of opinion that the provisions of the Constabulary (Ireland) Act, 1908, which place a limit for voluntary retirement at thirty years' service and fifty years of age, should not be repealed. If the substantial increases of pay which we are recommending are granted there is no reason why the Head and other Constables of the Force should not be content to serve up to the limits of service and age now provided. In many of the English and in all the Scottish Forces there are limits of age for retirement from fifty to fifty-five years for Sergeants and Constables, and up to sixty years of age for Inspectors. The Clerk in charge of Accounts in the Constabulary Office states that the rate of increase in the charge for pensions is now very small in comparison with the huge total expenditure, and that it is evident that the provisions of the Constabulary (Ireland) Act, 1908, have already had a sensible effect in retarding the rate of retirements, and arresting to a certain degree the growth of expenditure on pensions. He has contrasted in the following Table the retirements before and after the passing of the 1908 Act.

App. XIII. (1.)

App. XI.

App. XII.

App. XIII. (a.)

RANK.	Before.		After.	
	Percentage 50 years of age and over in two years to 30th November, 1907	Total number pensioned.	Percentage 50 years of age and over in two years to 30th November, 1911	Total number pensioned.
Head Constables	44	43	73	37
Sergeants	18	432	43.5	288
Acting Sergeants and Constables ...	15	572	40.5	303

47. We cannot recommend the inclusion of allowances in pay for the purposes of pension.

Lodging allowance is payable only to married men not accommodated in Barracks, and it would be undesirable to have one scale of pension for married and another for single men.

Some of the elected witnesses claimed that a sum representing the value of all allowances, including estimated value of clothing, should be added to pay for pension purposes, even when the member of the Force was not in receipt of all the allowances.

48. With reference to the calculation of pay on retirement on the average of the previous three years when there has been a change of pay during that time, we think that the statutory provisions to this effect should be amended, and that the calculation of pension on the average pay of the preceding three years should apply only to cases where the increased pay was the result of promotion to a higher rank. The Police Act, 1890, Schedule I., Part III., Section 11, Par. (c), as amended by the Police Act, 1893, Section 6, so provides in the case of the English Police Forces.

The Statutes dealing with the Irish Constabulary apply the three years' average to automatic increases of pay in the same rank.

We do not recommend any other change in the pension system of the Head and other Constables of the Constabulary.

PENSIONS TO WIDOWS AND ALLOWANCES TO CHILDREN.

49. Many of the Memorials ask for increased pensions for the widows, and increased allowances for the children, of deceased members of the Force. Some of the elected witnesses suggested that the provisions as to pensions and allowances should be extended to the widows and children of pensioners, and it was claimed that the limit of service of the deceased member of the Force, which now qualifies his widow for a pension and his children for allowances, should be reduced from fifteen to ten years. It is also suggested that the allowances to children should be continued to eighteen years of age.

50. Pensions to widows and allowances to children are regulated by the Constabulary and Police (Ireland) Act, 1883, amended as regards widows by Section 3 of Constabulary (Ireland) Act, 1908. In Ireland the widow of a Head or other Constable, of over fifteen years' service, even when her husband has died from natural causes, is entitled to a pension

of one-tenth of his pay per annum, or £10 per annum, whichever is the larger, and his children under fifteen years of age, if any, to an allowance of £2 10s. 0d. per annum each.

Section 3 of the Constabulary (Ireland) Act, 1908, provides that when a Head or other Constable loses his life from the effect of an injury received in the execution of his duty the pension to his widow may, with the consent of the Treasury, be increased by half the maximum amount.

On the 30th of November last there were 374 widows and 517 children on the pension list.

51. In England pensions to the widows of policemen and allowances to their children, if any, are granted only when the husband has been killed in the execution of his duty, or has died from injuries received in the execution of his duty, and the amounts do not exceed those now granted to the widows and children of members of the Irish Constabulary who lose their lives under the same circumstances.

We are unable to recommend that the pensions to widows and the allowances to children should be increased, or that the conditions under which they are granted should be altered.

Married members of the Force should bear in mind that the pensions for widows and the allowances to children are provided merely as a contribution to their support, and not for the purpose of maintaining them.

We cannot recommend that the provisions as to pensions should be extended to the widows of pensioners.

LODGING ALLOWANCE TO MARRIED MEN.

52. At present an allowance of two shillings per week (£5 4s. 0d. per annum) is payable to each married Head or other Constable of over ten years' service, whose marriage is registered in the Constabulary Office, and who is not accommodated in Barracks.

The Treasury has recently approved of the Lodging Allowance in Belfast, Londonderry, Cork, Limerick, Waterford, and at the R.I.C. Depot being increased to three shillings per week.

Married men not accommodated in Barracks have the advantage of being exempt from the deduction from pay of one shilling a week for Barrack rent.

The numbers of married and unmarried men of the several ranks in the Force on the 31st December last were as follows :—

RANK.				Married.	Unmarried.	Total.
Head Constable	..	...	...	205	31	236
Sergeant	..	...	...	1,334	349	1,683
Acting-Sergeant	..	...	...	250	119	369
Constable	..	...	...	2,156	5,815*	7,971
				3,945	6,314	10,259

* Of these 3,885 were under 7 years' service.

Of the 3,945 married men, 1,961 receive Lodging Allowance of two shillings per week, and 748 the increased allowance of three shillings per week ; 1,236 Head and other Constables are accommodated in Barracks.

53. Some of the Memorials claim that these allowances should be increased. Many of the elected witnesses stated that rents had increased in cities and towns and in rural districts in Ireland since 1901, such increases being partly due to a rise in City and County rates.

In Appendix X. is a Return showing a comparison between rents in 1914 and 1901, with the amount of increase in each case.

A Return is also given of the average weekly rents now being paid by married members of the Force in the Cities and Counties of Ireland.

It appears that rents have risen in Ireland since 1901, but the increases have not been of such a marked character as would justify us in recommending an addition to the present allowance which is given in aid of rent.

54. Some of the witnesses have asked that married members of the Force accommodated in Barracks should receive a lodging allowance when they have to procure sleeping apartments outside for such of their children as are not permitted, owing to their age, to remain in Barracks at night.

As children can remain in Barracks at night up to sixteen years of age, or up to eighteen years of age by permission of the Inspector-General, we cannot recommend that any portion of the cost of accommodating such children, when the time comes for their leaving Barracks, should be defrayed by the public.

Some witnesses have requested that these limits of age should be extended. They appear to us to be reasonable and necessary.

55. We are of opinion that the lodging allowance to married members of the Force should be paid from the date of marriage. Any Constable who marries before the seven years limit of service should not, of course, receive lodging allowance before the expiration of that period. App. XVI.

CHARGE ALLOWANCE.

56. The Committee of Inquiry of 1901 recommended the grant of a "charge" allowance of two shillings per week to Head Constables, Sergeants, and Acting Sergeants in charge of stations in view of their increased work and greater responsibility. This allowance was granted in the year 1903.

If our recommendations as to increased pay for the Head and other Constables of the Force are carried out the proportion which the pay of Head Constables, Sergeants, and Acting-Sergeants will bear to that of the Constables will be greater than at present. We therefore do not think it necessary that Head Constables, Sergeants, and Acting Sergeants in charge of stations should continue to receive a "charge" allowance in addition to their proposed increased scale of pay. We are of opinion that the difference in their position as compared with that of Head Constables, Sergeants, and Acting Sergeants not in charge of stations, is not so sufficiently marked as to necessitate an allowance in addition to the substantial increases of pay which we have recommended.

MONEY GRANT TO HEAD CONSTABLES ON PROMOTION TO RANK OF DISTRICT INSPECTOR.

57. It was brought under our notice, on behalf of such Head Constables as hope for promotion to the rank of District Inspector, that a Head Constable so promoted, unless he has other resources, starts his career in the higher rank under considerable financial difficulties. As a newly appointed District Inspector he has to purchase the uniform clothing of his rank and its other equipment, as well as a horse and vehicle. If he is a married man with a family such expenditure may place him in a position of considerable embarrassment.

Up to some years ago Head Constables promoted to the rank of District Inspector received, if so recommended by the Inspector-General, a grant, in aid of outfit, of a sum not exceeding £40 from the "Reward" Branch of the Constabulary Force Fund. We recommend that in future a Head Constable on promotion to District Inspectorship should receive a grant of £80 to aid him in meeting the expenses necessarily incurred on his entrance into the higher rank.

SUBSISTENCE ALLOWANCES.

58. A general claim has been made for an increase of the subsistence allowances paid to the Head and other Constables of the Force when absent from their stations on certain duties.

The present rates were fixed about thirty years ago, and are as follows :—

Subsistence Allowance for a night's Absence :—

	s.	d.
Head Constables	4	6 per night.
Sergeants, Acting Sergeants, and Constables	3	6 „

These allowances are increased by 1s. per night for absence on duty in the City of Dublin, that is if the member of the Force concerned is unable to obtain sleeping accommodation at the Constabulary Depot.

Except when engaged on certain duties Head Constables are allowed 1s. 3*d.* for eight consecutive hours', and 1s. 9*d.* for twelve consecutive hours' absence on duty from station.

The corresponding rates for Sergeants, Acting-Sergeants, and Constables are 1s. and 1s. 6*d.*

The witnesses who gave evidence on the subject have stated that these several allowances are now insufficient to cover the expenses incurred, owing to the charges for lodging and meals having materially increased during recent years. Some of the witnesses complained of men on duty for the night in Dublin being deprived of the extra Dublin allowance unless they seek and fail to find a vacant bed at the Depot.

From the evidence we have heard we are satisfied that the various subsistence allowances are now insufficient to procure necessary meals and suitable lodgings, and we recommend that the rates be increased to the following amounts :—

Subsistence Allowance for the Night.

					s.	d.
Head Constables	...	...	...	...	6	0 per night.
Sergeants, Acting-Sergeants, and Constables	...			...	4	6 „

For Eight Consecutive Hours, but under Twelve Hours.

					s.	d.
Head Constables	...	...	...	...	2	0
Sergeants, Acting-Sergeants, and Constables	...			...	1	6

For Twelve Consecutive Hours.

					s.	d.
Head Constables	...	...	...	...	2	6
Sergeants, Acting-Sergeants, and Constables	...			...	2	0

We think that the regulation requiring men on duty for the night in Dublin to proceed to the Depot on the chance of being accommodated with a bed should be withdrawn.

With certain exceptions the allowances for eight and twelve hours' absence are not payable for duty performed in the day-time within a distance of two miles from the station. Some witnesses asked that this limit of distance should be reduced. We do not see any sufficient reason for altering the regulation on the subject.

CYCLING ALLOWANCE.

59. A claim has also been made for the increase of the present allowances to members of the Force who use their bicycles on certain duties.

The allowances are of two kinds—(1) for special patrols, protection and other regularly recurring duties ; (2) for occasional duties.

For the former a station allowance is given which is apportioned according to the number of miles travelled by each man. No man is allowed to receive more than 15s. for a summer, or more than 17s. 6*d.* for a winter, month.

For occasional duties a mileage allowance of 1½*d.* per mile in summer, and 2*d.* per mile in winter, is granted, provided the total distance cycled is not less than eight miles.

Every Constabulary cyclist provides his bicycle, and maintains it in order.

Some witnesses have suggested a fixed annual allowance to all competent cyclists in the Force.

It is desirable, particularly in view of the possible further enlargement of Police Districts, that the mobility of the District Forces should be, as far as practicable, increased by the free use of bicycles on certain duties. We have not sufficient evidence before us to express an opinion as to the adequacy or otherwise of the present allowances. We think it is a matter which should, if necessary, be inquired into by the Constabulary authorities. An important factor in considering the subject is that the cyclists in the Force, who are employed as such, provide and maintain their own bicycles. Witnesses have stated that large economies in car-hire have been effected by the use of bicycles on duty.

We think that a station allowance or mileage, as the case may be, is preferable to a fixed annual personal allowance. Any form of allowance should depend on the amount of work done.

INSPECTORS OF WEIGHTS AND MEASURES AND OF FOOD AND DRUGS.

60. Several of the Sergeants who have given evidence before us, and who are Inspectors under the Weights and Measures or Food and Drugs Acts, have complained of the inadequacy of the annual money grant to the Weights and Measures Inspectors, and of the fact that Inspectors of Food and Drugs do not receive any remuneration for the important and onerous duties imposed on them.

An Inspector of Weights and Measures is appointed for one or more Petty Sessions Districts.

There is a Deposit Account entitled " Fees for Verification of Weights and Measures."

Certain expenses in carrying out the inspection of Weights and Measures are charged to this Account, and, in pursuance of Section 19 (2) of the Weights and Measures Act, 1889, the surplus is transferred at the end of each financial year to the Reward Branch of the Constabulary Force Fund.

This surplus is divided amongst the various Inspectors according to an approved scale.

The payments have varied from £6 per annum for one Petty Sessions District to £21 per annum for six Districts, with proportionate payments for part of a year. These rates were last paid in respect of the year 1912-13, when two Inspectors received £21 each, two £18 each, nine from £15 to £18 each, and fifty-eight from £12 to £15 each.

61. Owing to a decline in the revenue from fees for the verification of weights and measures the payments for the year 1913-14 will vary from £5 for one Petty Sessions District to £17 10s. 0d. for six Districts.

As the annual rewards paid to the Inspectors are limited by the amount of the surplus lodged to the Reward Branch of the Constabulary Force Fund, any additional payments would have to come from some other source. The amounts now distributed appear to be substantial, and we have no reason to conclude that they do not afford sufficient remuneration for the duties discharged by the Inspectors.

62. The Inspectors under the Food and Drugs Act, although selected by the Constabulary authorities, act in that capacity as officers of the County Councils or Corporations.

Each appointment which is authorized by a formal resolution of the local authority is made in writing and under seal.

All expenses in carrying out the various Acts dealing with the sale of food and drugs are paid by the local authorities, and they receive the penalties and costs imposed in prosecution at the suit of the Inspectors.

That the members of the Constabulary employed as Inspectors under the Food and Drugs Acts should receive some remuneration appears to be reasonable, but it is a matter for arrangement between the Inspector-General and the local authorities concerned.

63. Other witnesses have claimed that members of the Constabulary who are engaged in the performance of certain duties for other Government Departments should receive some remuneration. The principal duties referred to are the taking of the Census decennially, the annual collection of agricultural statistics, and the enforcement of the Contagious Diseases (Animals) Acts.

We think it right, in this connection, to mention that Mr. T. P. Gill, the Secretary of the Department of Agriculture and Technical Instruction for Ireland, attended before us, and gave evidence as to the part taken by the officers and men of the Royal Irish Constabulary in the suppression of recent outbreaks of Foot-and-Mouth disease in Ireland. Mr. Gill bore strong testimony to the value of their services, and to those of the Dublin Metropolitan Police, in enforcing the regulations laid down in the Orders of the Department.

In England the Police also perform a large number of extra duties. In some Forces allowances are given for such duties, in others the men employed receive only their out-of-pocket expenses. The employment of Police in the taking of the Census, in the collection of Agricultural Statistics, and in the suppression of extensive outbreaks of cattle diseases is necessarily peculiar to Ireland. In Great Britain the much smaller number of Police in proportion to population, and the greatly larger area of the Police Districts, make it impossible for the English, Welsh, and Scottish Forces to undertake such duties. The

Irish Constabulary, being a large homogeneous Force under direct central control, is particularly well adapted to special employment in aid of other Government Departments.

We do not see any sufficient reason for recommending that members of the Force should be specially remunerated when engaged on such employment.

FUEL AND LIGHT ALLOWANCES.

64. Several of the members of the Force who have been examined stated that the allowances for fuel and light for the guard or day-room, and for fuel for the station office are insufficient.

The existing allowances, which were fixed at their present rates in the year 1872 after the Commission of Inquiry of that year, are £14 2s. 0d. per annum in the case of District Head Quarter Stations, having a fixed strength of over ten men, and a District Inspector's and Head Constable's or Sergeant's office; and at smaller stations, with an office, £10 per annum.

The evidence given before the Commission of Inquiry in 1872 shows that the price of coal at that time was from 30s. to 38s. per ton. The present prices vary from about 27s. to 35s. per ton.

As the Inspector-General can authorize up to double the amount of the fuel and light allowances in cases where they are shown to be insufficient for the purposes for which they are given, it is not necessary that we should make any recommendation on the subject.

PROMOTION.

65. Many of the elected witnesses supported the claim in one of the Memorials that all vacancies in the rank of District Inspector should be filled by the promotion of Head Constables, and it was generally proposed that the present limit of age for such promotions, namely, forty-eight years from the Seniority List, and forty-five years under the Competitive System, should be extended to fifty years.

Various witnesses asked :—

- (1.) That a seniority list of Constables recommended for promotion, and who had passed the qualifying examination, should be kept at Head Quarters for the Force as a whole instead of the present separate County lists, as the length of service at which promotion is now obtained varies according to the County in which the Constable happens to be located, that is to say, promotion in some Counties is much more rapid than in others.
- (2.) That the "P" List competitive examination be abolished in the case of Constables.
- (3.) If not abolished that the limit of service at which a Constable can be nominated for the examination should be raised from five to ten years.
- (4.) That in no case should marks for favourable records be added to those obtained at the competitive examinations for the various ranks.
- (5.) That competitors who have twice failed should not be precluded from again competing.
- (6.) That County Inspectors' Clerks and Assistant Clerks should not have special advantages as regards promotion.

66. In the Royal Irish Constabulary promotions are made in and from the ranks on two main principles—

- (1.) By selection by seniority with a qualifying examination
- (2.) By nomination with competition.

Sergeants and Constables who have performed pre-eminently good police service may be specially promoted.

Sergeants who are Clerks, and Constables who are Assistant Clerks, in County Inspectors' offices are given certain advantages which procure them earlier advancement than men of the same rank on the ordinary seniority lists.

During the last ten years the average number of Constables annually promoted to the rank of Acting-Sergeant was 192. The following Table indicates the number under each method of promotion. App. XXVI.

By selection from Seniority Lists in Counties, having previously passed a qualifying Examination.	By nomination and competitive examination by Civil Service Commissioners.	From Seniority List of Assistant Clerks in County Inspectors' Offices.	Total
158	29	5	192
Average Service in Force in year 1913, 18½ years.	Average Service in Force in year 1913, 9 to 10 years.	Average Service in Force in year 1913, 14½ years.	

In some Counties promotion by seniority is attained at fourteen or fifteen years' service, while in others it is not reached for five or six years later.

A Seniority List of Acting-Sergeants is kept at Head Quarters. If found to be efficient and fully qualified they are advanced according to seniority to the rank of Sergeant as vacancies occur.

Vacancies in the rank of Sergeant wherever occurring are filled by Acting-Sergeants in any part of Ireland, but they remain in their own Counties. A Constable is promoted to the rank of Acting-Sergeant in the County where the vacancy in the rank of Sergeant occurs; the result being that the proportion between Sergeants and Acting-Sergeants in a County varies, but the aggregate number in each County remains the same. There is no difference between the men of these ranks either as to their duties, responsibilities, or location. App. XXVII.

The City of Belfast is treated as a separate County.

67. During the past ten years the total number of promotions to the rank of Head Constable was 274, distributed as follows:— App. XXVIII.

Selected from Seniority List with qualifying examination in literate and professional subjects	Possessors of "P" qualification approved by Promotion Board Competitive Examination in professional subjects	From County Inspectors' Clerks List, with qualifying examination in literate and professional subjects	Promoted for pre-eminently good police service.	Total
153	42	45	34	274
Average service in Force 29 years, and in rank 16 years. Average age, 49 years.	Average service in Force 17½ years, and in rank 5 years.	Average service in Force 23 years, and in rank 6½ years.	Average service in Force 27 years, and in rank 10 years.	

Promotion to Head Constable is general throughout the Force. A Sergeant when promoted is sent to the County where the vacancy exists.

App. XXIX.

68. The number of Head Constables promoted to District Inspectorships during the same period was forty-five, as follows :—

Selected from Seniority List and approved by Promotion Board. Test examination. Limit of age, 48 years.	Approved by Promotion Board. Must have " P " qualification. Competitive examination in professional subjects. Limit of age, 45 years.	Total.
23	22	45
Average service in Force 27 years and in rank 9½ years. Average age 46 years	Average service in Force 20½ years, and in rank 4 years. Average age 40 years.	

A Head Constable to reach the rank of District Inspector must have at some time during his career obtained promotion either by competition, or by exceptional service, or from the County Inspectors' Clerks List. Promotion solely by seniority would bring him beyond the limits of age.

App. IV.

69. On the 31st December last there were 2,052 Sergeants and Acting-Sergeants, and 7,971 Constables in the Force, that is a proportion of one Sergeant or Acting-Sergeant to 3.88 Constables.

70. We are not prepared to recommend that all vacancies in the rank of District Inspector should be filled by Head Constables, nor that the present limits of age for the promotion of Head Constables to that rank should be extended.

71. The formation at Head Quarters of one seniority list for Constables in the Force as a whole instead of the present County lists would have the advantage of equalizing the length of service at which promotion is obtained by seniority ; but there are many difficulties in the way which render it almost impracticable. Promotion from one central list would in many cases entail transfers of men with consequent expense to the public. It would often deprive districts of efficient men with local knowledge. Many objections might arise to sending the Constable promoted to the County where the vacancy existed.

We are unable to recommend a departure from the present system of separate County Seniority Promotion Lists.

72. Some of the witnesses have expressed opinions in favour of, and others against, the promotion of Constables by what is known as the " P " system ; that is the giving of a certain number of vacancies in the rank of Acting-Sergeant to Constables who have been successful at a competitive examination by the Civil Service Commissioners in literate subjects, and in Police duties by a Board of Officers. Constables of over five years' service, who are nominated as fit for promotion, can compete. The number of candidates from each County is limited to one in forty Constables.

Formerly about sixty vacancies in the rank of Acting Sergeant were filled annually by successful candidates. The annual number now is about thirty, the average service for such promotions being from nine to ten years. The average service for promotion from the Seniority Lists throughout Ireland is eighteen and a half years.

It is of course obvious that the promotion of a large number of junior Constables has seriously retarded the advancement of Constables on the Seniority Promotion Lists.

73. We are unable to support the suggestion that the " P " examination should be abolished for Constables, but we are of opinion that, in fairness to the more senior men in the Force, the limit of service for competition should be raised to eight years, and that the annual number of promotions of Constables made under the system should not exceed ten.

We think that the system of adding marks for favourable records, or for length of service in the case of Constables, to those gained at the examination should be discontinued. We consider that the candidates should enter for competition on equal terms. We are not in favour of allowing more than two nominations to the same candidate to compete.

We are of opinion that the County Inspectors' Clerks, who discharge important duties, are fairly entitled to the special advantages they possess as regards promotion.

74. We do not see any necessity for maintaining the rank of Acting-Sergeant. We understand that men of that rank may for an indefinite time discharge all the duties, and bear all the responsibilities of a Sergeant without the advantage of a Sergeant's rank or pay.

There does not appear to be any special necessity for having a probationary stage for this particular rank in the Force. We recommend its abolition when the present Acting-Sergeants have been absorbed by promotion to Sergeant's rank.

MARRIAGE WITHOUT LEAVE.

75. The Principal Staff Officer of the Administrative Division of the Constabulary Office and several of the elected witnesses drew attention to the position of certain members of the Force who have married before the limit of years provided by the Regulations on the subject. Such marriages not being registered in the Constabulary Office the man concerned, although living out of Barracks, is not exempted from the deduction from pay for accommodation in Barracks, and he does not receive lodging allowance. He therefore suffers a loss, at the lower rate of allowance, of £7 16s., and, at the higher rate, of £10 8s. annually. If he dies in the Force his widow and children (if any) cannot be granted pensions or gratuities.

It is of course necessary to provide such punishment as will prevent, as far as possible, breaches of the regulations as to marriage, but we think that immediate and severe disciplinary action would be preferable to a constantly recurring monetary loss spread over perhaps a considerable number of years.

It is stated that the number of men now serving, who have infringed the regulation, is only twenty-eight.

76. Claims have been made by several of the witnesses that some small allowances should be granted for certain purposes.

As these claims mostly refer to a limited number of men, and are such as have usually been dealt with by the Inspector-General, on submission to and with the approval of the Government and the Treasury, we do not propose to enter into them.

77. We have now dealt with the various claims set forth in the Memorials presented by the Head and other Constables of the Royal Irish Constabulary, and certain other claims made by some of the witnesses whom we have examined.

We give below a Table showing the rates of pay that we recommend.

Rank.		Service.		Pay.
				Annual
				£ s. d.
Head Constable Major	...	—	...	130 0 0
Head Constable	...	5 years and over	...	120 0 0
Head Constable	...	Under 5 years	...	109 4 0
				Weekly.
				£ s. d.
Sergeants	...	4 years and over	...	1 17 0
Sergeants	...	Under 4 years	...	1 15 0
Acting Sergeants	...	—	...	1 13 0
Constables	...	20 years and over	...	1 11 0
Constables	...	15 to 20 years	...	1 9 0
Constables	...	11 to 15 years	...	1 8 0
Constables	...	7 to 11 years	...	1 7 0
Constables	...	5 to 7 years	...	1 5 0
Constables	...	2 to 5 years	...	1 4 0
Constables	...	6 months to 2 years	...	1 3 0
Constables	...	Under 6 months	...	1 0 0

We do not recommend any change in the periods for increments of pay in the case of the Head Constables and Sergeants.

We have made the Constable's maximum attainable at 20 years' service, and after careful consideration we have altered the other periods for increments of pay in that rank as shown in the table.

PART II.

App. XXX.

78. The Memorial presented by the elected representatives of the County and District Inspectors of the Royal Irish Constabulary and on behalf of the Commissioner of Police in Belfast claims an addition to the pay of those ranks, and the granting of pensions to the widows and children of officers and retired officers of the Force.

App. XXXI.

The claim for an improvement in the scale of pay is mainly based on the increased cost of living, and the general advance in the standard of living in Ireland during the last twenty years.

Separate applications, to much the same effect, have been submitted by the Veterinary Surgeon and the Riding Master.

The Barrack-Master and Storekeeper asks to be placed in the same position as to pension as the County and District Inspectors of the Force.

The Inspector-General, two County Inspectors, six District Inspectors, the Veterinary Surgeon, the Barrack-Master, and the Riding Master have given evidence in support of the claims presented.

79. The following Table shows the rates of pay of the several grades of officers in the Irish Constabulary from the 1st April, 1866, to the year 1882, when the last revision of pay took place.

RANK.	From 1st July, 1882	From 1st December, 1872	From 1st April, 1866
Town Commissioner of Belfast	£600	£400	£400
County Inspector	£350 by £20 per annum to £450	£300, on reaching 1st class £350	£270, on reaching 1st class £300
Good Service Pay to five County Inspectors	£50	£50	£50
First Class District Inspector, 12 years and over in rank	£300	£225	£200
First Class District Inspector, 6 years to 12 years in rank.	£275		
First Class District Inspector, 3 years to 6 years in rank.	£250		
First Class District Inspector, under 3 years	£225		
Good Service Pay to 6 First Class District Inspectors.	£30	£30	£30
Second Class District Inspector over 5 years in rank.	£180	£165	£150
Second Class District Inspector under 5 years in rank.	£165		
Third Class District Inspector	£125	£125	£125
Good Service Pay to 23 District Inspectors of second and third classes.	£12	£12	£12

80. The Constabulary (Ireland) Amendment Act, 1882, which fixed the present scale of pay, also provides (in Section 3) that for the purposes of calculating the amount of any pension which may be granted under the Act the term "Salary" shall include the annual allowances for lodging, house-rent, and servant, provided that the allowance for lodging or house-rent shall not exceed one-sixth of the actual salary and other emoluments.

These allowances are as follows :—

	For Lodging	For Servant	Total
	£	£	£
Town Commissioner of Belfast	80	45	125
District Inspectors at Belfast	50	45	95
County Inspectors	50	45	95
First Class District Inspector	40	45	85
Second Class District Inspector	35	45	80
Third Class District Inspector	30	45	75

81. The County Inspectors compare their salaries, without these pensionable allowances, with the salaries of the Chief Constables in certain Counties in England, and the District Inspectors make similar comparisons between their salaries and those of the Chief Constables in certain English Boroughs. App. XXX.,
Sched. B.

We are unable to accept the rates of pay of Chief Constables of Counties or Boroughs as a standard of pay for the Officers of the Royal Irish Constabulary.

A County Inspector in Ireland has neither the power nor the responsibilities of a County Chief Constable, neither is the position of a District Inspector of the Irish Constabulary comparable with that of a Chief Constable of a Borough.

A District Inspector in Ireland, although occupying a very responsible position, is nevertheless a subordinate officer.

In fact from no point of view can a complete analogy be established between the officers of the Irish Force and those of the English Police.

In Ireland the salaries of County and District Inspectors are regulated according to rank and length of service; in England the pay of Chief Constables mainly depends on the size, importance, and population of the County, City, or Borough where they are located, and on the strength of the Police Forces they command.

Such considerations, except in the City of Belfast, do not in any way affect the pay of the Irish Officers.

Any comparison therefore between the pay of Chief Constables in certain places in England and that of County and District Inspectors in certain places in Ireland is necessarily defective.

82. The Memorial also states that the pay of the Officers of the Royal Irish Constabulary compares unfavourably with that of Infantry Officers in the Army.

* A comparative table of the respective rates of pay is submitted with the Memorial. App. XXX.,
Sched. C.

Any such comparison must, however, be fallacious unless the mode of life and the general conditions of the two services are also contrasted.

Officers in the Army are subject to many forms of unavoidable expenditure which do not attach to the position of an officer in a Police Force, even when it is of a semi-military character.

It is a well-known fact that even unmarried officers in the Army, at least in the junior ranks, find it difficult to maintain their positions without private means.

83. With the exception of the pay of the third class of District Inspectors, and the commencing rates of pay of the second and first class, the rates of pay of the District Inspectors as well as those of the County Inspectors were substantially increased in the year 1882.

We are unable to recommend that there should be any general increase in the rates of pay of the officers of the Force.

Many officials in the Government service in Ireland are now living on salaries which were fixed at their present figures a considerable time before the main body of the officers of the Constabulary received substantial increases of pay.

84. We are, however, of opinion that some changes should be made in the initial salaries of the First, Second, and Third Class District Inspectors, which date from the year 1872, and in the maximum salary of the Second Class, and that the periods for increments of pay in the First class should be shortened.

The maximum pay of the First Class is not reached until after twelve years' service in the Class. It is therefore impossible for an officer promoted from the ranks, owing to age and length of service in the Force, to reach the maximum pay of the Class.

An increase of the pay of the Third Class District Inspector must necessarily follow if our recommendations to increase the pay of the Head Constables of the Force are accepted. Otherwise the pay of a Head Constable on promotion to a District Inspectorship would not sufficiently mark his change in rank.

Except in the case of the maximum pay of a Second Class District Inspector we are not recommending any change in the improved rates of pay for County and District Inspectors which were fixed in the year 1882. An increase from £180 to £200 per annum in the maximum pay of the Second Class District Inspector necessarily follows an increase of the initial pay of the class from £165 to £175.

The subjoined Table shows the rates of pay and the changes in the period of increments which we recommend for District Inspectors :—

District Inspector.				Periods of increment.			Pay.
							£
First Class	...	...	..	6 years and over	...	...	300
First Class	...	...	..	3 to 6 years	...	...	275
First Class	...	...	..	Under 3 years	...	...	250
Second Class	...	...	..	5 years and over	...	...	200
Second Class	...	...	..	Under 5 years	...	...	175
Third Class	...	...	..	—	...	...	150

85. The position of the Commissioner of Police in Belfast, and of the District Inspectors stationed in that City, have to be separately considered.

When Belfast was first policed by the Irish Constabulary, namely, in the year 1865, the salary of the Town Inspector was fixed at £400 per annum. In the year 1874 it was increased to £600 per annum, at which figure it has since remained. With the pensionable allowances it amounts to £725 per annum.

The Commissioner of Police and Town Inspector, as he is now styled, has under his command 7 District Inspectors, 28 Head Constables, 141 Sergeants, 51 Acting-Sergeants, and 1,041 Constables.

The area of the City is 14,937 acres, and the population, according to the Census of 1911, was 386,947.

In 1871 the population of the town of Belfast was 174,412. The value of the rateable property, owing to advancing prosperity and the extension of the City boundaries, has increased enormously during the last thirty years.

In the year 1874, when the Town Inspector's salary was fixed at its present figure, the strength of the Belfast Police Force was 5 District inspectors, and 462 Head and other Constables. The number of Head and other Constables now is 1,261.

The increases in the area of Belfast, in the population, in the value of rateable property, and in the strength of the Police Force amply justify, in our opinion, the claim made on behalf of the Commissioner for an addition to his salary.

In the Memorial his pay, without the pensionable allowances, is compared with the salaries of the Chief Constables of certain large cities in England.

As we have already stated, we cannot accept the rates of pay of Chief Constables of Police as a standard of pay for the officers of the Royal Irish Constabulary.

The Commissioner of Police in Belfast, although occupying a very responsible position, is still under the direct control of the Inspector-General of the Force.

In Great Britain practically the whole administration and internal economy of a County, City or Borough Police Force is in the hands of the Chief Constable.

We, however, feel fully justified in recommending that the pay of the Belfast Commissioner be increased to £720 per annum. This sum, with his allowances for lodging and servant, would make his pensionable emoluments £845 per annum.

86. There are six Police Districts in Belfast, each in charge of a District Inspector, with, on an average, over 200 Head and other Constables under him. The average number in charge of a District Inspector in the rest of Ireland does not exceed fifty.

With the exception of an increased lodging allowance, the District Inspectors in Belfast who are in charge of Districts are in no better position as regards pay and allowances than a District Inspector in a rural district.

The Head and other Constables in Belfast receive a special allowance of £5 4s. a year to meet the extra cost of living.

Apart from any question as to the extra cost of living, we are of opinion that the District Inspectors in Belfast, in view of the size of the District Forces in their charge, and the industrial importance and large population of the City, should receive some extra remuneration.

We recommend that they should each be granted an allowance of £30 per annum while serving in Belfast.

87. The senior District Inspector in Belfast is not allocated to a District; he is the officer in charge of the City Detective Branch, and receives as such an allowance of £45 per annum. He acts for the Commissioner when necessary, and is somewhat in the position of an Assistant Commissioner. For some years this officer received an allowance of £120 per annum owing to being employed on important work of a special character.

The District Inspector from Belfast who gave evidence in support of the officers' Memorial has asked that the present allowance of £45 should be again raised to £120 per annum, as the special circumstances under which it was granted have again arisen.

We have not sufficient evidence before us to express an opinion on this subject, but we consider that the District Inspector in charge of the Detective Branch should, in addition to his present allowance of £45 per annum, have the allowance of £30 per annum which we have recommended in the case of the officers who are in charge of Districts.

88. We have taken evidence from the Veterinary Surgeon, the Barrack-Master, and the Riding-Master in support of their claims.

The present Veterinary Surgeon was appointed by the Lord Lieutenant to that post on the 1st October, 1886, for a term of three years, with the relative rank of County Inspector.

The appointment was made permanent on the 31st December of the following year, on his agreeing to undertake, on the same terms as his predecessors, any increased work that might devolve on him.

His pay and allowances are as follows:—

App. XXXI

Pay	...	...	...	...	£200 per annum.
Lodging allowance	...	...	...	...	50 „
Allowance for servant	...	...	...	...	45 „
For Veterinary medicines	...	...	...	...	40 „
					£335

For some years prior to 1903 the Mounted Force had been considerably reduced. In the year 1884, that is two years before the Veterinary Surgeon was appointed, it consisted of 261 Head and other Constables. It is now, and has been since the year 1903, at about half that strength.

In view of this large reduction in the Mounted Force we do not feel that we should be justified in recommending an increase of the salary of the Veterinary Surgeon.

89. The Barrack Master and Storekeeper, who holds the relative rank of County Inspector, joined the Royal Irish Constabulary as a Cadet in the year 1879, and became a First Class District Inspector on the 1st June, 1889. He was appointed Barrack Master and Storekeeper at the Depot on the 7th February, 1910.

As a District Inspector he would on retirement have been pensionable under the provisions of Section 3 of the Constabulary (Ireland) Amendment Act, 1882, which in ordinary course would have entitled him to a maximum pension of two-thirds of his salary.

This Act applied, however, only to County and District Inspectors. When the Barrack Master was appointed he came under the pension scale of the 37 & 38 Vic., Chap. 80, Section 3 of which provides for a maximum pension of only thirty-fiftieths of salary.

The Assistant Inspectors-General of the Constabulary who were also pensionable under this Act were brought within the more favourable provisions of the Act of 1882 by Section 5 of the Constabulary (Ireland) Act, 1908.

The Barrack Master now asks that in the event of further legislation dealing with the Royal Irish Constabulary he should be placed as regards pension in the same position as the other officers who have graduated in the Force.

His claim is obviously one that should be granted. We have no doubt that the Barrack Master would have been included in the provisions of Section 5 of the Act of 1908 if his case had been brought under notice.

90. The present Riding Master was appointed on the 8th September, 1903, at the rate of pay of a Third Class, but with the relative rank of a First Class District Inspector.

His pay and allowances are as follows:—

Pay	...	...	...	...	£125 per annum.
Free quarters, valued at	...	...	...	...	30 „
Allowance for servant	...	...	...	...	45 „
Forage allowance	...	...	...	...	50 „
					£250

He is not supplied with fuel and light. He has stated in evidence that he did not understand that he was to remain at the pay of a Third Class District Inspector. The conditions under which he accepted the appointment appear, however, to have been plainly conveyed to him. If it was intended that he should advance through the several classes, as his predecessor did, he would not of course have been given the relative rank of First Class District Inspector. His position as regards pay is undoubtedly inferior to that of his predecessor, but the Troop of which he is in charge has been very much reduced in numbers, and he appears to have accepted the duties and responsibilities of the position at its present emoluments.

We do not see any sufficient reason for recommending any alteration in the conditions on which he was appointed. If the increase of pay which we recommend for District Inspectors of the Third Class is granted, the Riding Master will of course be entitled to the new rate of pay of that class.

91. The claim made in the Officers' Memorial that pensions should be provided for the widows, and allowances for the children of officers who die either while serving in the Force, or after retirement on pension, is supported by a reference to the Royal Warrant for the pay, appointment, &c., of the Army, which provides for pensions for the widows and orphans of Army Officers, and it is asked that the same scale of pensions should be applied in the case of the widows and orphans of Officers of the Royal Irish Constabulary.

The scale of pensions provided by the Royal Warrant varies from £90 per annum for the widow, and £16 per annum each for the children of a Colonel, to £40 per annum for the widow, and £10 per annum each for the children of a Lieutenant, if the pecuniary circumstances of the widow and children in each case justify an award.

The Memorialists also point out that the widows and children of the Head and other Constables of the Royal Irish Constabulary, who die while serving, are provided with pensions, allowances or gratuities, as the case may be.

We do not see any sufficient grounds for recommending that the Army scale of pensions for the widows and orphans of Officers should be applied in the case of the Irish Constabulary, or that the widows and orphans of retired officers of the Force should be granted pensions or allowances.

The conditions of service in the Army and in the Royal Irish Constabulary are very different. Police Officers are not exposed to the risk of disease and to possible loss of life incurred by service in unhealthy climates.

92. We think, however, that suitable pensions should be provided for the widows and proportional allowances for the children of Constabulary Officers who die while serving in the Force.

We have already given in sufficient detail the provisions made by the Constabulary and Police (Ireland) Act, 1883, for pensions for the widows and allowances for the children of the Head and other Constables of the Force.

As these provisions are limited to the men in the ranks the wife and children of a Head Constable on his promotion to a District Inspectorship forfeit their contingent right to the pensions, allowances, or gratuities, as the case may be, which are provided for the widows and orphans of Head and other Constables.

To secure corresponding benefits by insurance would, in view of the age at which Officers are promoted from the ranks, entail the payment of a premium which would be unduly burdensome.

93. We recommend (1) that the widow of a County or District Inspector, who has reached pensionable service, and who dies while serving in the Force, should be granted a pension of £30 per annum, and his children allowances of £10 per annum each up to the age of 15 years; (2) that where such death takes place either before the County or District Inspector has reached pensionable service, or within twelve months after retirement on pension, the Inspector-General should have power to grant gratuities to his widow and children, such gratuities to be calculated on the principles laid down in Sections 10 and 11 of Schedule II. of the Constabulary and Police (Ireland) Act, 1883.

We are of opinion that the grant of such pensions, allowances, and gratuities should be dependent on the pecuniary circumstances of the widow and children in each case, and that they should be subject to such conditions as may be considered necessary.

PART III.

CONSTITUTION OF THE ROYAL IRISH CONSTABULARY.

94. The Force consists of four separately constituted branches which are recruited, disciplined, regulated, and governed as one body.

(1). The Force, the entire cost of which is defrayed by Votes of Parliament.

(2). The Extra Forces, a moiety of the cost of which is charged against the areas, whether Cities, Counties, or portions of Counties, where such Extra Forces may be stationed.

(3). The Reserve Force which is kept at Head Quarters in the Phoenix Park. A moiety of the expense is paid by any County in which it may for the time be serving.

(4). The Revenue Force—Established for the purpose of suppressing Illicit Distillation.

95. (1) *Free Quota*.—The first-mentioned branch of the Force, the entire cost of which is defrayed by Votes of Parliament, was fixed in 1848 by 11 & 12 Vic., Cap. 72, for each county, the total being limited to :—

35 County Inspectors.

262 Sub-Inspectors (now District Inspectors).

375 Head Constables.

10,006 Constables and Sub-Constables (now Sergeants and Constables).

In 1870 by the Act 33 & 34 Vic., Cap. 83 the numbers of Sub-Inspectors and Head Constables were reduced to limits not exceeding 244 and 350 respectively : and in 1882 the Act 45 & 46 Vic., Cap. 63 authorised the addition of one County Inspector, so that this branch, otherwise termed the “ Free Quota ” now stands at :—

36 County Inspectors.

244 District Inspectors.

350 Head Constables.

10,006 Sergeants and Constables.

These numbers are statutory maxima, which cannot be exceeded, but they need not be filled, except as regards the County Inspectors.

In the case of the 244 District Inspectors and 350 Head Constables, an Act of 1877, 40 & 41 Vic., Cap. 20 provided that within these limits of 244 and 350 respectively the Lord Lieutenant might by Order in Council vary the numbers in such manner as he might from time to time consider to be required. The most recent Orders under this Statute fixed the limits for these ranks at 230 and 268, respectively.

This “ Free Quota ” as regards Sergeants and Constables is distributed for service in Counties and in various Cities by Order of the Lord Lieutenant in Council, the latest statute on the subject being 48 Vic., Cap. 12, which authorises a re-distribution at the end of each term of three years. This distribution gives police to meet the necessities of the public under normal conditions, free of cost, to every part of Ireland, except the Dublin Metropolitan Police District. It may be assumed that area and population are important factors in this distribution, coupled with considerations for the prevention as well as for the suppression of crime and disorder ; in fact, the distribution would appear to be made in accordance with the elementary principles which govern the policing of any country, namely, to give confidence to the law-abiding, and to restrain the ill-disposed.

The last distribution of Sergeants and Constables by the Lord Lieutenant in Council on 26th May, 1909, allocated in all 9,303 Sergeants and Constables as a free force to the Counties and Cities, thus leaving the total of the authorised Free Quota as follows :—

36 County Inspectors.

230 District Inspectors.

268 Head Constables.

9,303 Sergeants and Constables.

In consequence, however, of the economy with which the Estimate for the Royal Irish Constabulary is prepared at the present time, the actual free force available on any particular date for service in Ireland falls considerably short of this authorised limit. The actual extent of the deficit will appear hereafter.

96. (2.) *Extra Force*.—(a) Belfast and Londonderry. Extra Forces for Belfast and Londonderry amounting to 733 and 14 respectively, are provided under special statutes.

(Belfast—28 & 29 Vic., Cap. 70, and 60 & 61 Vic., Cap. 64. Londonderry—33 & 34 Vic., Cap. 83, and 48 Vic., Cap. 12).

(b).—Extra Forces may in virtue of 6 Wm. IV., Cap. 13, Sections 12 and 13, be appointed in counties where the magistrates certify that the existing force is inadequate or in places declared by Proclamation of the Lord Lieutenant in Council to be in a state of disturbance. On the 31st December last 329 Sergeants and Constables were authorised to be employed in areas so proclaimed, but only 261 of these were in fact thus employed and charged for accordingly.

97. (3.) *The Reserve Force* was established in 1839 by 2 & 3 Vic., Cap. 75, for the purpose of being available for duty in any part of the country in which it might be required. It was originally fixed at a strength of 2 District Inspectors, 4 Head Constables, and 200 Sergeants and Constables. The strength has been increased and diminished by a number of amending statutes, but the authorised strength now is :—

- 4 District Inspectors.
- 8 Head Constables.
- 400 Sergeants and Constables.

The County or other area prescribed in which a Reserve Force is serving contributes one moiety of the cost.

In the matter of local contributions towards the expenses of Extra and Reserve Forces, the commuted cost of each rank was last fixed by 37 & 38 Vic., Cap. 80, and is very much below the actual cost of the different ranks of the Force at present. We think this statute should be amended, and it might at the same time be considered whether the local contribution should be increased beyond the proportion of one moiety.

98 (4.) *Revenue Force*.—The Act 20 & 21 Vic., Cap. 40, abolished the distinct service known as the Revenue Police in Ireland. Provision was thereupon made by the same Act for the discharge of the Revenue duties by such an augmentation of the Constabulary as the Lord Lieutenant “shall consider necessary or proper.” A Revenue Force of 400 was accordingly authorised by the Lord Lieutenant as a separate branch of the Constabulary. For many years up to 1896 the Revenue Force was kept much below strength, and in that year with a view to economy it was arranged between the Inspector-General and the Irish Government that this Force should no longer be specially recruited for.

The Revenue duties continue to be discharged by the regular Force, but the Statute empowering the appointment of the Revenue Force has not been repealed.

99. It has just been stated that the total available Free Force of Sergeants and Constables falls considerably short of the total of 9,303 now authorised by Order in Council.

The following statement will make this clear. On the 31st December, 1913, there was, apart from the obsolete Revenue Force, authority for the employment of Sergeants and Constables as follows :—

1. Free Quota, by Order in Council ...	...	...	9,303
2. Extra Forces :—			
Belfast Extra Force ...	...	...	733
Londonderry Extra Force ...	...	...	14
Extra Forces authorised by Lord Lieutenant under			
6 Wm. IV., Cap. 13, to be employed in proclaimed			
areas ...	...	...	329
3. Reserve Force ...	...	...	400
			<hr/>
Total ...	...	...	10,779

To meet these requirements provision was made by Vote of Parliament in accordance with the Estimate for 1913–14, for a total of only 10,250 men, that is to say, for 529 less than the actually authorised number. In providing the total of 10,250 the Estimate admits no discrimination between the several branches of the Force, and the division of the total between these branches varies from day to day.

Taking the 31st December, 1913, the actual numbers were :—

- Free Quota, 8,781, being 522 under the strength authorised by the Lord Lieutenant's distribution.
- Extra Forces, 1,008, being 68 under strength.
- Reserve, 234, being 166 under strength.

These numbers show that on that day the Force was 756 Sergeants and Constables under strength.

The Force was also under strength on that date by 37 District Inspectors and 40 Head Constables. For instead of the 230 District Inspectors authorised by Order in Council for the Free Quota and 4 on the Reserve, only 197 in all were then serving ; while, instead of 268 Head Constables authorised by Order in Council and 8 on the Reserve, only 236 in all were employed.

ORGANIZATION AND ECONOMIES.

100. We approach this subject with reserve. It will be seen from the foregoing that the Irish Government and the Constabulary Authorities have not been unmindful to take advantage of those circumstances which enabled them to exercise economies by reducing the strength, and by the re-arranging of Districts.

As regards the strength and distribution of the Force these, as already stated, are matters placed by statute within the authority of the Lord Lieutenant in Council, who must necessarily be guided by the necessities of the time, and by the knowledge at the disposal of the Irish Executive responsible for the preservation of order, and for the carrying out of the law. Moreover, in the view of possible changes which may come about in the administration of the Irish Police, we feel that this is not the time for considering or suggesting reforms of an unsettling character. We have had it in evidence that some Districts and many Sub-Districts have been absorbed within recent years, but even after the absorptions numerous stations are occupied by a very small number of men. App. XV. We think that this is undesirable from the point of view both of the interests of the men and of the service of the Public, and we venture to suggest that the question of the abolition of some stations, the strengthening of others, and the necessary enlargement of Sub-Districts, be considered at the next Re-distribution of the Force by the Lord Lieutenant in Council.

We would hope that with the increased mobility which might be brought about by a freer use of bicycles many Sub-Districts might be enlarged, and still be worked without in any degree impairing the efficiency of the County Force.

101. Our attention has been drawn to existing disparities as regards the area, population, and strength of the Force in different Counties, and to the fact that the salaries of County Inspectors and certain expenses of a County Head Quarters are common to all Counties, large and small. We draw attention to this. We do not make specific suggestions as we feel that such questions involve inquiries and considerations of a character which, if determined upon, can be more advantageously dealt with by a differently constituted Committee. We are, however, strongly of opinion that the matter is one deserving of serious consideration.

PART IV.

DUBLIN METROPOLITAN POLICE.

102. The Memorials presented to Your Excellency on behalf of the various ranks of the Dublin Metropolitan Police claim an increase of pay, better terms for retirement on pension, the abolition of the system of calculating pensions on the average pay for the three years preceding retirement, the shortening of the periods for increments of pay, and an improvement in the scale of certain allowances. App. XXXII.
App. XXXIII.

103. We have taken evidence from the Chief Commissioner, and from Mr. W. A. Magill, the Secretary and Accountant, on various matters connected with the organisation of the Dublin Metropolitan Police.

We have also examined the Senior Superintendent, one Inspector, a Station Sergeant, a Sergeant, and three Constables of the Uniform Force, and the Chief Inspector, and a Sergeant of the Detective Division, with reference to the claims and statements in the several Memorials.

104. The main grounds on which an increase of pay is claimed are the same as those put forward by the Royal Irish Constabulary, that is to say the increase in the cost and standard of living since the rates of pay of the Force were last inquired into.

105. The Metropolitan Police Memorials submit a definite scale of pay which they claim should be adopted for the Force.

We give in the following Table the rates of pay of the Dublin Metropolitan Police fixed in the year 1872, and those fixed in 1883, which are still in force, and also the rates now claimed by the Memorialists. It will be necessary to deal separately with the Detective Division.

RANK.	1872 to 1883.	From 1883 to present time (1914).	Rates now Claimed.
Chief Superintendent	£ s. d. 330 0 0	Chief Superintendent* ..	£ £ 400-15-500
Superintendent	250 0 0	Superintendent ..	250-10-320
Inspector, 1st Class ..	160 0 0	Inspector ..	120-6-160
„ 2nd Class ..	150 0 0		
„ 3rd Class ..	137 0 0		
	Weekly.	Station Sergeant ..	£ s. d. 2 0 0
Acting Inspector ..	1 16 0	Sergeant—	£2 10s.
Sergeant ..	1 14 6	5 years and over ..	1 18 0
Acting-Sergeant ..	1 12 6	2 to 5 years ..	1 16 0
		Under 2 years ..	1 14 0
Constable, 1st Class ..	1 9 0	Constable—	
„ 2nd Class	1 7 6	15 years and over ..	1 10 0
„ 3rd Class ..	1 6 0	8 to 15 years ..	1 9 0
		3 to 8 years ..	1 7 0
		1 to 3 years ..	1 5 0
		Under 1 year ..	1 3 0
Supernumerary ..	0 15 6	Supernumerary ..	0 15 6

* This post has remained in abeyance since 1893 when an Assistant Commissioner was appointed.

106. We are unable to recommend the adoption of the scale of pay claimed in the Memorials.

In the part of our Report dealing with the Royal Irish Constabulary we have fully stated the grounds upon which we recommend increased rates of pay for that Force. It necessarily follows that the scale of pay of the Dublin Metropolitan Police should also be increased, due regard being had to the conditions prevailing in Ireland, and the rates of pay provided for the other large Irish City Force.

107. The Chief Commissioner has strongly recommended the appointment of a Chief Superintendent for the Dublin Metropolitan Police, and has suggested that the Superintendent of the “ B ” Division, in which the Head Quarters of the Force is situated, should, while continuing in charge of that Division, hold the rank of Chief Superintendent with an improved salary. The Chief Commissioner states that since the abolition of the office of Chief Superintendent in the year 1893 the Superintendent of the “ B ” Division has been the connecting link between the Commissioners and the other Superintendents.

We are of opinion that the Chief Commissioner’s suggestion should be adopted, and that the maximum pay of the Chief Superintendent should be fixed at £400 per annum, to be attainable by annual increments of £20.

108. We give hereafter the scale of pay which we recommend for the Uniform Force, including a Chief Superintendent.

We are of opinion that the annual increments of pay of the Superintendents and Inspectors should be increased, and that the periods for increments of pay in the case of the Sergeants should be shortened.

PENSIONS.

109. On the subject of pensions it is claimed that the provisions in the Constabulary and Police (Ireland) Act, 1883, for voluntary retirement at twenty-five years’ service on thirty-fiftieths of pay, with one-fiftieth of pay for each further year of service up to two-thirds of pay at twenty-nine years’ service, should be amended by adding two-fiftieths instead of one-fiftieth of pay for every additional year’s service after twenty-five years, which would give the maximum pension of two-thirds of pay at twenty-seven years’

service, and also that pension should be calculated on the actual pay at date of retirement unless there had been a change of rank within the preceding three years.

Our recommendation in the case of the Royal Irish Constabulary that the calculation of pension on the average pay of the three years preceding retirement should be confined to cases when the increased pay was the result of promotion to a higher rank, applies of course also to the Dublin Metropolitan Police.

We cannot recommend that the maximum pension should be attained at twenty-seven years' service, and we are strongly of opinion that the provision of the Constabulary (Ireland) Act, 1908, which places in the case of the Royal Irish Constabulary a limit of thirty years' service, and fifty years of age, for voluntary retirement should be extended to the members of the Dublin Metropolitan Police.

The two Forces were placed on the same pension scale by the Constabulary and Police (Ireland) Act, 1883. There is no reason why the statutory limits for retirement provided by the 1908 Act for the Royal Irish Constabulary should not now be applied to the Metropolitan Force

ALLOWANCES.

110. The Superintendents claim an increase of their clothing allowance from £10 to £15 per annum, on the ground that the cost of clothing has largely increased since the present allowance was granted.

They also ask that Superintendents not occupying official quarters should receive a lodging allowance.

Prior to the year 1883 the Superintendents who did not occupy official quarters received a lodging allowance of £30 per annum, which, with other allowances, was abolished in that year.

On the recommendation of the Committee of Inquiry of 1901 a lodging allowance of £10 per annum was granted to Inspectors who were not accommodated in public quarters.

We are unable to recommend that the clothing allowance to the Superintendents should be increased, but we are of opinion that the Superintendents who are not accommodated in quarters should be granted a lodging allowance of £25 per annum, and that the allowance to Inspectors for lodging should be increased from £10 to £15 per annum. We also think that the present lodging allowance of two shillings per week to the married Station Sergeants, Sergeants, and Constables, who are not accommodated in Barracks, should be increased to three shillings per week. The latter sum is the allowance for lodging paid to the married members of the Constabulary in the other five cities of Ireland, and at the R.I.C. Depot.

111. The Memorials presented by the Superintendent and Staff of the Detective Division of the Dublin Metropolitan Police claim an increase of pay, and, in certain instances, of the clothing allowance now paid to members of the staff. App. XXXIII.

Better pension terms with the inclusion of clothing allowances in pay for pension purposes are also claimed, and it is asked that the number of Inspectors and Sergeants should be increased.

The following Table shows the rates of pay of the Detective Division from the year 1872 to 1883, and from that year to the present time.

Contrasted with them are the rates of pay now claimed.

Rank.	1872 to 1883.	From 1883 to the present time (1914.)	Rates now claimed.
	£ s. d.	£ £ £	£ £ £
Superintendent ..	250 0 0	Superintendent 300-10-400	325-15-400
Inspector ..	180 0 0	Chief Inspector 160 -8-200	200-10-240
		Inspector 120 -6-160	150-10-200
	Weekly.	Weekly.	£ s. d.
		Sergeant—	
		8 years and over ..	2 0 0
Acting-Inspector ..	{ 1 19 0	5 to 8 years ..	1 18 0
		2 to 5 years ..	1 16 0
Sergeant ..	{ 1 18 0	Under 2 years ..	1 14 0
		Detective Officers ..	1 10 0
Acting-Sergeant ..	1 14 6		
	1 13 6		
		Constable—	
		15 years and over ..	1 10 0
Constable ..	{ 1 10 0	8 to 15 years ..	1 9 0
		3 to 8 years ..	1 7 0
		1 to 3 years, ..	1 5 0
	1 8 6	Less than 1 year ..	1 3 0

40s. by 2s. per week
annually to 48s.

38s. per week.

27s. by 1s. per week
annually to 37s.

112. The maximum pay of the Superintendent of the Detective Division was increased in 1883 from £250 per annum to £400 per annum.

The maximum pay of a Superintendent in the ordinary Force is £320 per annum.

The Detective Inspectors are at the same rate of pay as the Inspectors in the other Divisions.

The Detective Sergeants' maximum pay is two shillings per week more than that of the Sergeants in the Uniform Force, but the Detective Sergeants do not reach the maximum rate until the completion of eight years' service in the rank, as compared with five years in the case of the other Sergeants. They now ask that they should reach their maximum pay in four years.

What are known as Detective Officers receive the maximum pay of a Constable.

The Constables attached to the Staff are on the same rates of pay as ordinary Constables.

We give at the conclusion of this part of our Report a table showing the rates of pay which we recommend for the Detective Division.

We are of opinion that the annual increments of pay of the Superintendent and the Inspectors should be increased, and that the periods for increments of pay in the case of the Sergeants should be shortened.

113. The Detective Division is composed as follows :—

- 1 Superintendent,
- 1 Chief Inspector,
- 3 Inspectors,
- 16 Sergeants,
- 13 Detective Officers,
- 10 Constables.

—

44

There are in addition eight supernumerary Constables who, as vacancies arise, are appointed to the Division.

One Inspector, one Sergeant, and five Constables belong to the Hackney Carriage branch of the Detective Division. It is stated that the two other Inspectors, being engaged in office duties, are not available for out-door work.

Owing to the extension of the Borough boundary in the year 1901 forty-five Constables were added to the Uniform Force.

The area of the Metropolitan Police District is now about 36 square miles, and the population, according to the last Census, was 416,104.

Although changes were made in the composition of the Detective Division in the years 1883 and 1903, the aggregate strength of the Division has remained the same since the year 1867.

The Memorialists ask that the number of Inspectors should be increased from three to five, the number of Sergeants from sixteen to eighteen, and that five of the ten Constables should be made Detective Officers.

The Division would then consist of :—

- 1 Superintendent,
- 1 Chief Inspector,
- 5 Inspectors,
- 18 Sergeants,
- 18 Detective Officers,
- 5 Constables.

—

48

114. The Memorialists point out that the proportion of Inspectors to Sergeants and Constables in the Detective Departments of the Police Forces in Great Britain is much larger than in Dublin.

In Leeds there are seven Chief or other Inspectors to thirty-nine Sergeants and Constables. In Birmingham there are nine to thirty-seven Sergeants and Constables. In Dublin there are a Chief Inspector and three Inspectors to thirty-nine Sergeants and Constables.

The Memorialists state that owing to the small number of Inspectors in the Dublin Detective Division the promotion of the men in the lower grades is slower than in the Uniform Force.

It appears that all the Sergeants in the Division have over twenty years' service, and all the Detective Officers over fifteen years' service. Some of the Constables are approaching fifteen years' service.

The average service for promotion to an Inspectorship in the Uniform Force is twenty-four years, and to the rank of Sergeant fourteen and a half years.

We are of opinion that for the proper working of the Detective Division there should be at least five Inspectors.

At present owing to the two Detective Inspectors being confined to office work, the Sergeants of the Division have to perform duties which in Detective Departments in Great Britain are discharged by Inspectors.

We also think that the application to increase the number of Sergeants of the Division to eighteen, and the number of Detective Officers also to eighteen, by the advancement of five of the ten Constables, is a reasonable one.

CLOTHING ALLOWANCES.

115. The Memorials from the Inspectors and the Sergeants, Detective Officers, and Constables of the Detective Division ask for increases of the Clothing allowances to the Inspectors, Sergeants, and Constables in the Hackney Carriage Department.

These allowances appear to us to be sufficient for the purpose for which they were granted.

PENSION.

116. The Memorial submitted by the Sergeants, Detective Officers, and Constables claims that the clothing allowances should be added to pay for the purpose of calculating pension. The other claims as to pension in the Memorials from the Detective Division are the same as those made on behalf of the Uniform Force.

What we have said elsewhere on this subject of course applies also to the Detective Division. We cannot recommend that clothing allowance should be included in pay for pension purposes.

RATES OF PAY RECOMMENDED.

117. We give in the following Tables the rates of pay which we recommend for the Uniform Force, and for the Detective Division.

UNIFORM FORCE.—PROPOSED PAY.

Rank.				Service.	Pay.
					Annual
Chief Superintendent	...	...	...	By £20 per annum	£300 to £400
Superintendent	...	...	...	By £14 per annum	£250 to £320
Inspector	...	...	...	By £8 per annum	£120 to £160
					Weekly.
					£ s. d.
Station Sergeant	...	...	...	—	2 1 0
Sergeant	...	...	...	Over 5 years in rank	1 19 0
Do.	...	...	...	Under 5 years	1 17 0
Constable	...	...	...	Over 20 years	1 13 0
Do.	...	...	...	15 years and over	1 12 0
Do.	...	...	...	8 to 15 years	1 11 0
Do.	...	...	...	3 to 8 years	1 9 0
Do.	...	...	...	1 to 3 years	1 7 0
Do.	...	...	...	Under one year	1 5 0
Do.	...	...	...	Supernumeraries	1 0 0

" G " DIVISION.—PROPOSED PAY.

Rank.				Service.		Pay.	
						Annual.	
Superintendent	...	...	...	By £20 per annum.	...	£300 to £400	
Chief Inspector	...	...	...	By £8 per annum.	...	£160 to £200	
Inspector	...	...	...	By £8 per annum	...	£120 to £160	
						Weekly.	
						£ s. d.	
Sergeant	...	...	...	Over 6 years	...	2 1 0	
Do.	...	...	...	3 years to 6 years	...	1 19 0	
Do.	...	...	...	Under 3 years	...	1 17 0	
Detective Officer	...	...	...	—	...	1 13 0	
Constable	...	...	...	Over 20 years	...	1 13 0	
Do.	...	...	...	15 years and over	...	1 12 0	
Do.	...	...	...	8 to 15 years	...	1 11 0	
Do.	...	...	...	3 to 8 years	...	1 9 0	
Do.	...	...	...	1 to 3 years	...	1 7 0	
Do.	...	...	...	Under one year	...	1 5 0	

118. Before concluding our Report we desire to express our appreciation of the services of our Secretary, Mr. Joseph Brennan, M.A., of the Chief Secretary's Office, Dublin Castle. He has shown great skill in the arrangement of business, and has afforded us valuable assistance by the able manner in which he has prepared the numerous and necessarily complex documents required in the course of our Inquiry.

We have the honour to be,

Your Excellency's

Most obedient servants,

DAVID HARREL,

M. F. HEADLAM,*

ROBERT F. STARKIE.

JOSEPH BRENNAN.

Secretary.

Dated this 22nd day of May, 1914.

Dublin Castle.

* Subject to the reservation which follows.

RESERVATION TO PART III., PARAGRAPHS 100-1, AND TO PART IV.

With every respect to my Colleagues I cannot think that paragraphs 100-1 carry out the plain intention of the last sentence of our Reference : it seems possible to suggest more definite economies that can be made by practicable reform in the organisation of the Royal Irish Constabulary. It must be remembered that that organisation has been practically unchanged since the inception of the Force.

Even if we are precluded from dealing with this matter ourselves, we ought, I submit, to lay down certain lines upon which reorganisation by the Committee, alluded to in paragraph 101 (which I understand has definitely been promised) should proceed. That Committee will have a free hand to deal with all sections of the Force if the Statutes fixing the number of County Inspectors—the only rank which cannot at present be touched without legislation—are abrogated by the enactment which will carry out, if His Majesty's Government approves, the proposals made in the present Report.

20 & 21 Vic. c. 17.
28 & 29 Vic., c. 70.
45 & 46 Vic. c. 63.

The points to which the organisation Committee should primarily and immediately turn their attention are two :—

- (1) The high proportion of Sergeants to men in the Force.
- (2) The need for the existing large number of officers, and for the retention of the Cadet system as a method of recruiting such reduced number as may be necessary.

As regards both these points it is enough to put on record that the proportion of Sergeants to men in the Force is one to every 3·88 men : the proportion of superior ranks generally to Constables is one to every 3·1 men.

Taking the questions separately :—

(1) The high proportion of Sergeants to Constables is justified on the ground that it is the present practice to house the Police in Barracks containing parties of men, and that each party, however small, must be commanded by a Sergeant. Having regard to the high standard of the R.I.C. (justly insisted on by the witnesses) and the practice of other Police Forces, there seems *prima facie* no need for this close supervision, which is probably based on the military ideas of the time when the Force was founded. In the modern Army the tendency is to give increased responsibility and initiative to the rank and file ; the R.I.C. claim (and the claim is supported by the fact that few ex-soldiers join the force, though the Inspector-General told us that he would take any who came up to his standard) to have a higher standard than the Army. The R.I.C. should therefore require less supervision than the rank and file of the Army, and not more. In quiet counties the number of men in a station might be reduced—in all Ireland, out of 1,397 stations, there were only sixty with less than four men on the 31st December, 1913—and, if necessary, to provide men for detachment duty, larger contingents kept in the county centres.

App. XVII.

App. XV.

(2). As regards the officer class, it appears that since 1895 half of the vacancies for officers have been filled by promotion from the ranks, and half by the Cadet system. The proportion marks a stage in the movement by which the R.I.C. has become less and less military in character. The justification for an officer class is the military character of the Force. Except for the rank of County Inspector, a class which occupies roughly the position of Chief Constables of Counties in England and Scotland, though of course their responsibility is less, this class seems no longer required. Of recent years the military character of the Force is passing away. The men do not, as a rule, carry arms, except for drill and for ceremonial occasions : they only practise with ball cartridge in the first six months of their lives as Policemen ; and it was given in evidence that, at any rate in Belfast, when the Police want to control the situation, the military are sent for.

Q. 4721.

The proposed Committee will no doubt realize that the greatly improved standard of living and comfort in Ireland, which has been much insisted on by the witnesses before us as a reason for the increased cost of living, must have brought with it an improvement in the disposition of the people. With the spread of education and the settlement of the agrarian question there is no reason to suppose that, in normal times and apart from political agitation due to a specific cause, the people in Ireland should in the future require a semi-military Police. With the special emergency of the moment the organisation of the Police is not sufficiently military to cope : for normal times it is unnecessarily military.

I venture to suggest to the proposed Committee that the time has now come to adopt the recommendations of Lord Monck's Commission of 1872, which are to the following effect:—

“ Another branch of the Force to which we desire to draw attention, is the class of sub-Inspectors*, which at present numbers 250, including reserve.

We have carefully weighed all the reasons which have been adduced for retaining this rank of officer at its present strength, and drawing it from the same social class as at present, a course of proceeding which it is admitted involves great expense.

Of these, the only reasons to which we attach much weight are the following:—

That, for the discipline, supervision, and especially for the direction of the Force it is desirable to have a higher intellectual and educational standard than could be found in promoted men: and also to have men younger than is ordinarily the case with Head Constables when they attain the rank of Sub-Inspector. At the same time we have ascertained that a large portion of the duties which now occupy the time of Sub-Inspectors demand no such peculiar qualities, and might be discharged equally well by a superior class of Head Constable. Such are the ordinary police duties which in English counties are performed by a superintendent, who “ supervises the constables within his division, looks after the crime that may take place, makes enquiries after any robbery and into the reports made by constables and attends before justices, and conducts cases against prisoners.”

These men rise from the ranks, and instead of being mounted and attended by a mounted orderly, are provided with a horse and tax cart, which are found more useful in many cases than the horse of the mounted officer.

We would, therefore, recommend that these duties be discharged by a superior class of head constable, with somewhat increased pay, and provided with a horse and tax cart, and that the number of Sub-Inspectors be reduced to that requisite for the general supervision and direction of the Force (a number which in a normal county in a satisfactory state would not exceed two), with, perhaps, a small excess to provide for contingencies, such as the command of large bodies of Constabulary when massed together for temporary service.

This would no doubt be, as pointed out by the Inspector-General, a considerable change of system; but it is justified by the experience of England, and would necessarily be very gradually introduced as Sub-Inspectorships fell vacant, and, therefore, tested by experience before it could be universally applied.

It would, undoubtedly, conduce largely to economy, and by assigning a higher rate of pay to the Head Constables, who would be placed somewhat in the position of Superintendents in England the plan would, to a large degree, meet the demand for promotion from the ranks, and attract better men to the Force, by opening to them a higher career.”

If this suggestion is adopted, recruiting for Cadets should stop at once, and while two of every four vacancies in the existing numbers of the District Inspectors might continue to be filled as at present by the promotion of Head Constables, the other two vacancies lapsing, the Committee should consider what the appropriate ultimate number of District Inspectors should be, and whether the filling of one vacancy in four by promotion would not obtain that number.

Lord Monck suggested two District Inspectors to every County Inspector, but possibly more would be required in certain places—*e.g.*, Belfast.

In any case, if the fixed number of County Inspectors is abolished by legislation as proposed above, the Committee will not be hampered by the County organisation, and they will be able to suggest amalgamations of small and normal counties—at present the duties of County Inspectors in different parts of Ireland are by no means equal—which will still further reduce the necessity for District Inspectors by reason of the reduction in the numbers of the superior rank. If our recommendations as to increased pay for Head Constables are adopted, there will be no need for an intermediate class between them and the District Inspector.

In view of the above, it will be seen that I cannot concur with my colleagues in proposing any increased pay for the District Inspectors, except as regards the shortening of the time in which a First Class District Inspector can reach his maximum.

I am with them, however, in desiring to see an increase in the salary of the Town Commissioner in Belfast. Extra lodging allowance as proposed should be given to District Inspectors in Belfast, provided that the number is reduced.

* Now District Inspectors.

Finally, the Committee should consider the whole question of the number of Police in Ireland. On the 1st January, 1849 (when the population of the country was about seven millions), the Force consisted of 35 County Inspectors, 247 Sub-Inspectors (now District Inspectors), 332 Head Constables, 1,714 Constables (now Sergeants), 381 Acting-Constables (now Acting-Sergeants), and 9,503 Sub-Constables (now Constables).

In 1911 the population of Ireland was 4,390,219, and in the Estimates for 1914-15 provision is taken for 36 County Inspectors (and a Town Commissioner in Belfast), 197 District Inspectors, one Head Constable-Major, and 235 Head Constables, 1,691 Sergeants, 382 Acting-Sergeants, and 8,177 Constables.

If the Committee proceed on the lines indicated there will be a considerable reduction in the number of County Inspectors, District Inspectors, and Sergeants. If they go further and reduce the number of Constables, in view of the changed conditions of the Country since 1848, they will do something to destroy the very high proportion of Police to population in Ireland as compared with England and Scotland.

There is one other suggestion which should be carried into effect in the ensuing Bill.

The R.I.C. is a Statutory Body, depending in its constitution, organisation, and pay on a long series of Acts of Parliament—upwards of twenty in number. The Force is a single centralised Force, but it is divided, in theory though not in practice, into a Parliamentary Quota, a Reserve Force, a Revenue Force, and Extra Forces under various Acts.

There seems no reason why, in the legislation which will be necessary if our proposals as to pay, &c., are adopted, these several theoretic Forces should not be consolidated, and become one Force in reality. The legislation should not fix the numbers of any rank, but should leave them to be settled every year, as the numbers of the Navy and the Army are settled every year, by the responsible Minister in conjunction with the Treasury before the Estimates are approved. When the numbers are agreed the Lord Lieutenant in Council should assign its Quota to each County, and power should be taken to charge to any County the cost of any extra Police which, in the opinion of the Irish Government may be required from time to time, in such County in excess of the Quota so fixed.

As regards our proposals respecting the Dublin Metropolitan Police, I desire to put it on record that economies in organisation might almost certainly be possible by amalgamating that Force with the Royal Irish Constabulary. There seem to be no reasons, except historical reasons, for maintaining two Forces, and, with amalgamation, a united Head Quarter Office could be worked at less expense than two separate organisations. Further, the cost of living in Dublin is not appreciably greater, according to the Board of Trade Returns, than in Belfast, and, with amalgamation, the Belfast scale of pay for the joint Force would apply to Dublin. Part IV.
App XXIII.

In view, however, of sections 2 (12) (c) and 5 (1) of the Government of Ireland Bill now before Parliament, under which the distinction between the two Forces is stereotyped, I feel precluded from suggesting amalgamation.

M. F. HEADLAM.

22nd May, 1914.

DUBLIN CASTLE,

22nd May, 1914.

SIR,

I have to acknowledge the receipt of your letter of the 22nd instant, forwarding, for submission to His Excellency the Lord Lieutenant, the Report of the Committee appointed to inquire into the pay and allowances of the Royal Irish Constabulary and the Dublin Metropolitan Police.

I am,

SIR,

Your obedient Servant,

J. B. DOUGHERTY.

The Secretary,

Irish Police Committee,

Upper Castle Yard,

Dublin.

Royal Irish Constabulary and Dublin
Metropolitan Police.

APPENDIX TO THE REPORT
OF THE
COMMITTEE OF INQUIRY,
1914.

CONTAINING MINUTES OF EVIDENCE WITH APPENDICES.

(The Report of the Committee is printed separately as Cd. 7421).

Presented to both Houses of Parliament by Command of His Majesty.



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1914.

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MINUTES OF EVIDENCE

TAKEN BEFORE THE

IRISH POLICE COMMITTEE,

At No. 5, Upper Castle Yard, Dublin.

FIRST DAY.—TUESDAY, 24TH FEBRUARY, 1914.

Present:—The Right Hon. Sir DAVID HARREL, K.C.B., K.C.V.O., I.S.O. (Chairman); Mr. MAURICE F. HEADLAM, Treasury Remembrancer; Mr. ROBERT F. STARKIE, R.M.; and
Mr. JOSEPH BRENNAN, *Secretary*.

The Inspector-General, and about forty other members of the Royal Irish Constabulary were also present.

The CHAIRMAN.—His Excellency the Lord Lieutenant has appointed this Committee "to inquire into the questions raised in the memorials presented through the Chief Commissioner of the Dublin Metropolitan Police and the Inspector-General of Constabulary, and to report what improvements, if any, are required in the pay and allowances of the two Forces, and how far the cost of such improvements can be met by any practicable reforms in their organisation."

We are glad to have the presence of some members of the Royal Irish Constabulary. I do not know whether all are expectant witnesses, but it really does not matter.

We have thought it desirable on this occasion that members of the Force should have the opportunity of hearing what goes on. It may lead to some economy in the examination of witnesses if the officers and men hear what preceding witnesses have stated, and this may have the result, perhaps, of avoiding unnecessary repetition. Not that we wish in any way to restrict or confine witnesses in giving their evidence. We desire that you should have opportunity, indeed encouragement, to state your case fully.

Now I may say, on behalf of my colleagues and myself, that we approach this Inquiry with a full

sense of its importance. The position we occupy is one that may not be devoid of difficulty, and I need scarcely say that it was not sought by us. I would now only ask all concerned (and I will bespeak this for the conduct of the proceedings here) to assist us in every way they can to arrive in this matter at equitable and just conclusions. Sir Neville Chamberlain, I would ask you as a preliminary to the examination of the men, if you would kindly give us the assistance of two members of the staff of your office just to have on record some statistical and, perhaps, historical information with regard to the Royal Irish Constabulary.

Sir NEVILLE CHAMBERLAIN.—Mr. Campbell, whom you know, Sir David, as Clerk in Charge of Accounts, may give you some information, and Mr. Metcalfe, who is the officer in charge of the administration, can give you information about points connected with his department; and following them, Mr. Pearson, Assistant Inspector-General, Commandant at the Depot, can give you information about the men from the time a recruit joins until he goes to the country, and possibly as regards his work in the country, and any information you want as regards recruiting or matters for which he is responsible.

Mr. WILLIAM CAMPBELL examined

1. The CHAIRMAN.—What is your position in the Royal Irish Constabulary at present?—Clerk in charge of Accounts.

2. And I presume that all matters connected with the finance of the Department come within your purview?—Yes, subject, of course, to the supreme control of the Inspector-General himself.

3. Quite so. Now perhaps the most convenient form in which your evidence could be taken on the notes would be if I would ask you some questions, and then you could elaborate the answers as you might think proper afterwards?—Yes.

4. The Force was formed in the year 1836?—Yes.

5. And as you say in your memorandum, under the 6th of William IV., Chap. 13?—Yes, the Constabulary Force was consolidated as one police force for the whole of Ireland, except the Dublin Metropolitan Police District in 1836; that is the effect of the 6th of William the IV.

6. Now its strength was fixed by Act of Parliament?—Yes, sir, by various Acts of Parliament.

7. And the various Acts dealing with various sections of the Force?—Yes; they fixed the strength of all ranks then within certain limits.

8. I mean by sections that there is a strength of which the full cost is paid by vote of the Imperial Parliament?—Yes, that is so.

9. And that section is what is called the Free Quota?—Yes, sir; that is the name that is applied to the force of sergeants and constables that is from time to time distributed amongst the counties.

10. Distributed free of cost?—Free of cost.

11. Free of cost to the local authority?—Free of cost to the local authority.

12. That is confined to sergeants, acting-sergeants and constables?—Yes, the term "Free Quota" is confined to them. Of course, the County Inspectors, District Inspectors and Head-Constables are also free within the limits fixed by the statute.

13. Now the Free Quota of the force must be within certain limits?—That is so.

14. What is the limit?—The maximum limit fixed by the statute is 10,006. The Lord Lieutenant in Council has power every three years to vary the distribution, and the last distribution made was in 1909, the number distributed then was 9,303 sergeants and constables.

15. The maximum number being 10,006?—That is the maximum.

16. That is the maximum, and the Lord Lieutenant made an order for the distribution of 9,303?—Yes, according to a certain schedule he distributes the men by counties, and it is embodied in the Order in Council.

17. Well I do not ask you upon what principle that distribution is carried out beyond the fact that that Order contains a schedule allocating certain numbers to each county, because that distribution depends upon considerations which are entered into by the Lord Lieutenant and the Council?—Quite so; the Government, of course, have the responsibility really of deciding the matter.

18. I do not ask you that question; you simply know that it is done under a schedule?—Quite so, sir.

19. Then that being the number arrived at in the last distribution, can you tell me what the number actually allocated at the present time is?—The number for which we have power to recruit at present?

20. I do not want to know that; I want to know the number actually allocated as a Free Quota in Ireland at present?—The number allocated is exactly the number of the Order in Council. Nominally each county has at present a free force exactly equivalent to the figures mentioned in the Order in Council, but, of course, we are not able always to keep them up to that strength.

21. I wanted to know not what strength you are able to keep them up to at present, but what they are actually being kept up to at present?—If I take off the extra force I can give you that.

22. Yes, if you just take off the extra force?—And the Reserve; I should take off the Reserve also. Apparently we had 9,252.

23. I am afraid I scarcely make it out in that way. What I wanted to get at was the actual number of sergeants, acting sergeants and constables at present serving as a Free Quota in the counties?—Well, you see, Mr. Chairman, we have not got the Reserve men ear-marked, and in our estimates the sergeants and constables who form the Free Quota and the sergeants and constables who form the extra force, are grouped together, and they are not dissected, and we could only arrive at the number of the Free Quota by deducting the number which formed the Reserve, and which formed the extra force in Belfast, in Londonderry, and in three or four other counties.

24. Take it in another way, please. Deducting the Reserve an extra force from the number of sergeants, acting sergeants and constables at present, what would the balance be?—Well, it appears to be 9,252. For instance, we have to provide pay for 10,250 men. That is the only number I can take, because the actual number at any time is continually varying according to the returns of resignations and deaths, and other causes. We have to provide pay for 10,250, and I can only estimate that that is our strength for the present. I cannot take any other. It varies continually day by day.

25. You have to provide in the present estimate for 10,250?—Yes.

26. The reserve is 400?—400.

27. The extra force?—In Belfast 733, and in Derry 14; that is 747. And then we have 251 men at present actually serving in counties.

28. What is the total of that?—998.

29. That makes 1,398?—Oh, no, unless the Reserve is included.

30. 10,250 is what you are estimating for the sergeants, acting sergeants, and constables; is not that so?—Yes, quite so.

31. Then it is 1,398?—Quite so; yes.

32. Now, will you take 1,398 from 10,250, and what does that leave you?—8,852.

33. Then that 8,852 would be the Free Quota?—The Free Quota.

34. The Free Quota distributed according to your present estimate?—Quite so.

35. Now, what would that be under the Free Quota prescribed by the Act?—By Statute?

36. By Statute?—451.

37. Then at present the Free Quota is 451 under the limitation put by Statute?—Quite so, sir.

38. Now, what is the number distributed by the Lord Lieutenant?—9,303.

39. Well, what then is the present number under that which was distributed by the Lord Lieutenant?—451.

40. Then the force at present serving as a Free Quota is considerably under that?—Quite so.

41. Under that which was distributed by the Lord Lieutenant, and it is to a greater extent under that which is the limitation in the Statute?—Yes; in other words, we are working with 451 men less than we might be working with.

42. That is, if you strictly follow out the Order in Council?—Yes, and recruited up to the full limit.

43. The next in order then would be the Reserve?—Yes.

44. There are 400 on reserve?—There are 400 by Act of Parliament. Nominally, there are 400 subject to the usual vacancies.

45. Well, the Lord Lieutenant does not deal with those 400 in his distribution at all?—No; he has no power given by Statute to vary that; it is a fixed number—400 sergeants and constables, and 8 head constables.

46. Its strength is only affected by its being recruited for or not?—Quite so.

47. Now, what is the object of the Reserve?—To be sent to counties to meet emergencies which I suppose could not well be dealt with in any other way; that is, dealt with so efficiently; but the primary object of the formation of the Reserve, as distinctly stated in the Statutes, is to enable the Inspector-General or the Government to deal with emergencies which arise in the country, and which require the drafting there immediately of a large number of men to assist the local force.

48. That is to say, of men at a few hours' notice?—Yes.

49. When these men are drafted to a county that county pays?—Yes; a moiety of a certain sum fixed by the Treasury and by Statute.

50. Roughly, a moiety of the expense?—Yes.

51. Scarcely up to the actual cost?—No, it is not up to it at present.

52. Another section we may just mention, and dismiss finally; that is, what is called the Revenue?—There was formerly a Revenue Force.

53. There was formerly a Revenue Force of 400?—That is so, sir.

54. It has not been abolished?—No, sir.

55. But there was a change made in order that economy might be effected?—In 1896 it was arranged with the Irish Government that that force should not be recruited for that special duty, but that the duty should continue to be done by the existing force.

56. And, consequently, the Free Quota has been doing the work of 400 men since?—Yes, the illicit distillation work is done by the ordinary Free Quota.

57. Now we come to the extra force. The extra force comes into operation when the Free Quota is not able to discharge the duty cast upon the police of the country?—Quite so.

58. I mean the extra force is composed sometimes of drafts from other counties?—Yes; the Act of 1836 gives power to draft men temporarily from one county to another to do duty similar to what was afterwards arranged to be done also by the Reserve Force.

59. Then it would be in this way, that when the Free Quota of a county is not able to discharge the duty the Inspector-General has then power to temporarily transfer the Free Quota of other counties to make up the force that will be requisite for that disturbed county?—Yes, sir; but that power is only availed of to meet some temporary emergency which might not last for more than a day or two as a rule. Sometimes they last for longer periods. There is power, however, given under another Section of the Act of 1836, by which, if any particular district becomes disturbed, the Lord Lieutenant may proclaim it to be in a disturbed state, and he may appoint an extra force of so many as he thinks necessary under his warrant, and those men are recruited for, but temporarily, of course; their place has to be filled by availing of the other Section—drafting men from one county into another.

24th February, 1914.]

Mr. WILLIAM CAMPBELL, examined.

[Continued.]

60. That is from the Free Quota?—Quite so, sir; and then to the large towns like Belfast and Londonderry, there is special power to appoint an extra force there, and their permanent extra forces are appointed under the Statute relating to their own forces.

61. But in each instance in which an extra force is sent to any county that county locally pays the one moiety?—Yes; there is a uniform charge.

62. Now, is there any other circumstance connected either with the strength or the distribution of the sergeants, acting sergeants, and constables that you would like to tell us?—I do not think so, sir. I do not think it is necessary, and I am not aware of any other important point in connection with it. Of course, there is the question of the distribution of the other ranks.

63. Yes; but we have not touched the others yet. Now, if you please, we will come to the head constables. I see that in your memorandum here you say that the number of head constables, exclusive of the Reserve Force, is 350?—That is the limit fixed by Statute: that is the maximum limit fixed by Statute. There are 8 also forming the Reserve; that is 350 and 8.

64. 358 altogether?—Right, sir.

65. 358 is the statutory limit?—Yes.

66. 350 and 8 for Reserve?—Yes.

67. Now, under the Lord Lieutenant's distribution how many head constables were distributed?—Under the 40th and 41st of Victoria, Cap. 20 the Lord Lieutenant can vary the number within a limit of 350, exclusive of Reserve.

68. The Lord Lieutenant can distribute a limit of 350?—Yes, and any number less.

69. How many has he distributed?—His last order was 268; that would be exclusive of Reserve.

70. 276 is the total?—Quite so.

71. Then, as a matter of fact, can you say how many head constables there really are?—We work with 236; including the Reserve, 236.

72. Then, if I make out the figure rightly, as regards the head constables, you are 114 under the limit prescribed by the Statute?—Yes, sir.

73. And you have 40 under the limit prescribed by the Lord Lieutenant's distribution?—Yes.

74. The head constables of the extra force are not charged?—Oh, yes, sir; any that are sent are charged be charged. They are charged for at a moiety of £86 12s. per annum.

75. Now, we come to the district inspectors, and the number of district inspectors. The limitation prescribed by Statute is, I see, 244?—Yes, sir 244, exclusive of 4 belonging to the reserve. That would be 248 as a maximum.

76. Well, now, the number of district inspectors fixed by the Lord Lieutenant in his distribution would be how much?—It was 230 on the last occasion, exclusive of 4 belonging to the Reserve. That would be exclusive of the Reserve. That would be a total of 234; 14 less than the statutory limit.

77. And the actual number?—We are at present working with 197 District Inspectors, including the Reserve.

78. Then, that would be, as I make it out, 51 under the limit of the Statute?—Yes, sir.

79. 37 under the limit of the Lord Lieutenant's distribution?—I think it is 41; that is, 41 under the Lord Lieutenant's distribution, and 51 under the statutory limits.

80. 37 under the Lord Lieutenant's distribution?—37 under the Lord Lieutenant's distribution, and 51 under the Statute.

81. That is including four reserves?—Yes, sir.

82. Now, to make it quite plain as to the numbers, the only thing prescribed by the various Statutes, apart, of course, from the extra force, is the limitation beyond which you cannot go?—Yes, sir, the Statute fixed the maximum limits.

83. Exactly. The Statutes fix the maximum limit, but there is nothing statutable to prevent you, when necessity does not appear to demand it, from making any arrangement below the statutable limit?—No, sir.

83A. I take it that the situation is, that the Lord Lieutenant has power to vary the strength of the various ranks of the Force under that of County Inspector, without legislation, subject to the re-

quirements, as he conceives them or understands them, of the country?—Quite so.

84. Now, with regard to the County Inspectors. How many County Inspectors are there?—There are 36 County Inspectors (including one employed at headquarters), and one Town Inspector at Belfast who falls into the same category; that is 37.

85. He is Police Commissioner at Belfast?—Yes. 36 besides the Police Commissioner at Belfast.

86. The original Statute dealing with County Inspectors provided for 35?—Yes, the early Statutes which distributed County Inspectors as well as the other ranks, and they distributed a number not less than 35, one to every county in Ireland, except three counties which were allotted two, making a total of 35.

87. Those were Galway, Tipperary and Cork?—Yes; Galway, Tipperary and Cork; they got two each. And then the Act of 1882 gave power to appoint an additional County Inspector, making the number up to 36.

88. An additional County Inspector for headquarters?—Well, the duties are not in the Statute, but he is employed at headquarters, and I understand that it was with a view to being able to employ a County Inspector at headquarters that power was taken in the Statute. I have always understood so.

89. But that is distinguished from the limitation placed with reference to the other ranks, those of District Inspector, Head Constable, Sergeant, and so on. The number of the County Inspectors is fixed by Statute?—Yes, sir.

90. You cannot reduce the number of County Inspectors without a Statute?—I should say not, because 35 have been distributed to the various counties in the way I have mentioned, and I take it that no interference can take place with that number without statutory sanction.

91. Mr. HEADLAM.—There is no power of varying the Statute by Order in Council as regards County Inspectors, as there is with regard to the others?—That is so.

92. The CHAIRMAN.—Now, I would ask you to turn to the second page of your memorandum, and to just give the various ranks and numbers at present constituting the Constabulary Force. You need not name all the Statutes, as we have them here. There is the Inspector-General to begin with?—The Inspector-General, the Deputy Inspector-General, three Assistant Inspector-Generals, one acting as Commandant at the Depot; one Surgeon to the Force at the Depot, one Barrack Master at the Depot, one Veterinary Surgeon at the Depot, one Town Inspector or Commissioner in Belfast; 36 County Inspectors, one employed at headquarters; 197 District Inspectors, including the Reserve; 236 Head Constables, including eight reserve; 10,250 Sergeants, Acting Sergeants and Constables, including the Reserve and extra police.

93. Now, you make a note opposite to that 10,250 and you say this figure represents the figure fixed by the Irish Government for recruiting, and, apart from economical reasons, recruiting can legally proceed up to the limit of 10,779, exclusive of the Revenue Force?—Yes, sir.

94. Would you just say how the recruiting could be, exclusive of the Revenue Force, carried up to 10,779 men?—First we have the Free Quota of 9,303; then we have the Reserve Force of 400; then we have the extra police in Belfast, 733.

95. Mr. HEADLAM.—Is that 733 a number fixed by Statute?—Yes, fixed under Statute, and increased from time to time.

96. There is no limit?—No limit at present. Originally there was. There is no limit now.

97. The CHAIRMAN.—In the last addition to the Belfast Force they did not place a limit?—No, sir; the last Statute dealing with the matter removed the limit that was imposed by an earlier Statute.

98. Mr. STARKIE.—Was that in 1897?—The 60th and 61st of Victoria, Chap. 64. That is the Statute which removed the limit fixed to the extra force in Belfast. We have in Belfast 733 as an extra force, and we have in Derry, 14; and nominally, that is, we have warrants of the Lord Lieutenant covering 329 men in counties; and all these figures added together make 10,779.

99. The CHAIRMAN.—Then at present you are recruiting how much less than the Lord Lieutenant's distribution?—529 nominally, but that 329 extra force in counties has been allowed to waste down by vacancies to 251. We really only charge for 251, not 329, and, therefore, it is really 451 less. We recruit for 451 less than our actual requirements.

100. Now, do you think it necessary to put down the moiety on the notes, or what is charged for the extra forces?—I simply mention it in my memorandum for your information, but I do not suppose it is material to the present Inquiry perhaps; but I am in your hands altogether.

101. Now, you, as Clerk in charge of Accounts, have the preparation of the Estimates, and the preparation of the Estimates is entrusted to you under, of course, the Inspector-General's authority?—Yes, that is so.

102. The net charge you estimate at £1,372,292?—Perhaps I might interject here that the Treasury have since reduced that charge by £3,000, that is since the Estimates went in, so the sum is £3,000 less than those figures.

103. Then it would be £1,369,292?—I only mention that because it corrects my figures.

104. You wish to correct your figures?—Quite so, sir.

105. Then instead of £1,372,292, it should be £1,369,292?—Yes; that is the net charge after deducting the estimated receipts.

106. You say £36,000 is recoverable from local rates?—Yes, the charges for extra police.

107. Then I see the charge for the non-effective service for the year is £411,893?—Yes.

108. Mr. HEADLAM.—I suppose the £36,000 is your estimate of what is recoverable from local rates?—Yes, it is just an approximation.

109. The CHAIRMAN.—In the next paragraph you deal with recruiting again. You have nothing more to add to what you have said?—No, nothing.

110. Then, as explaining to some extent the principle upon which the reductions have been carried out, you say the number of Police Stations, excluding protection posts, is at present 1,354?—Yes.

111. Being a reduction of 122 since 1901?—Yes, the year of the last Inquiry.

112. The number of districts has in the same period been reduced by 17?—Well, I find that should be 16.

113. Then that would be from 204 to 188?—202 to 186, I think, are the correct figures.

114. Permitting a corresponding reduction of the number of District Inspectors, and a reduction of 16 in the number of Head Constables, thus realising in some degree the anticipations from the Committee of Inquiry of 1901?—Yes.

115. What do you estimate the saving upon these proceedings?—Roughly, I should say they are worth about £12,000 per annum on the effective charges alone. Of course there would be prospective savings, but there has been a total saving in pay and allowances, as compared with, say, 1903, when the reductions began, of nearly £26,000 net, notwithstanding the additions to allowances in 1903, and the addition made to pay in 1908. We have a net saving on the pay and allowances at present, as compared with, say, 1903, of £26,000, although additions, working out at about £32,000, in allowances and pay were made in the interval so that but for those additions which were made in 1903 to allowances, and in 1908 to pay, we would really as a result of the reductions carried out since 1903 have a saving of up to £58,000. I only mention these figures to show how the effect of the reductions that have been taking place in the Force since 1903 has been, to some extent, neutralised by increase of allowances in 1903 and increase of pay in 1908. Notwithstanding the additions to pay and allowances I find there is a net saving of about £26,000. Of course, I only introduced this subject to show that we are going in the direction anticipated by the Committee of 1901. We have been working in an economical direction.

116. Now, coming to that aspect of the matter, there have been from time to time Inquiries, and I wish you to give us a slight historical sketch of the Inquiries that have been held, and the general result of those Inquiries?—Yes, sir.

117. The first considerable augmentation in latter years of the pay and allowances of the men was the result of a Committee in 1872?—Yes.

118. That was Lord Monck's Committee?—I believe so; the Committee bears the name of the Chairman.

119. Yes, he was the Chairman; at any rate, statutable provisions followed that?—Yes.

120. And there were considerable increases?—Yes, there was a change in the pay of Head Constables, Sergeants and Constables. The minimum of Constables was increased to 20/- a week, the pay of a Sergeant to 28/- a week, and the pay of a 1st Head Constable to 35/- a week.

121. I think I am correct in saying that that was the first time that the pay began to be calculated by the week?—Yes; well, I am not sure now whether the annual rate is mentioned in the Statute or not, but I can give you the annual rate. I mentioned the weekly rates because the later Statutes dealt with them by the week. The commencing pay of Constables was raised to £52 a year, and the commencing pay of Sergeants to 28/- a week, and the pay of 1st Head Constables was increased to 35/-. I may say on this point that the commencing pay of a Constable has never been increased since the year 1872. In the year 1872 the Constable received £1 a week, and at the present time a Constable under four years' service receives his net pay of £1 a week still, since 1872.

122. You do not mean that he had that before 1872, you mean that it was fixed then?—In 1872.

123. As a result of the Inquiry?—As a result of the Inquiry; and while the pay of others has been increased I noticed in my examination of the claims, and I was greatly struck by the fact, that the commencing pay of a Junior Constable has remained £1 a week since 1872. I mention that by the way.

124. That is up to four years' service?—Yes, sir, after he passed the recruit stage.

125. Does that include the recruit stage?—No, sir, six months is the recruit stage, and 15/- a week is the pay.

126. When you say four years, does that include the six months?—It does.

127. It is not four years and six months from the time he is attested?—No, sir.

128. Just four years from the time he is attested?—Quite so, sir.

129. If so, then it would be more correct to say that the pay is unaltered for three years and six months?—Yes, sir.

130. Is there anything else you would like to say about the result of the Monck Committee?—Well, about the same time, 1872, the pay of the officers was also increased. In 1872 the pay of the officers was increased in all grades except the junior grade. The pay of the District Inspector of the third class was fixed in 1866 at £125, and the pay of the third class District Inspectors remains the same to-day. Their pay has remained at £125 since 1866, but the pay of the other grades was improved in 1866 and 1872, and then 1882. Of course the pay of the other branches of the Force was again increased in 1883.

131. Mr. HEADLAM.—You are talking solely of the pay?—So far talking simply of the pay. The lodging allowances I find of the officers were also increased by the Treasury in 1882.

132. The CHAIRMAN.—We are dealing with 1872 still?—Yes. In 1872 the pay was increased, as I have said, of Constables, Sergeants and Head Constables.

133. I think some of the lodging allowances were increased in 1872 also, certainly to some classes of the officers?—I think it is possible they were, sir; they were again increased in 1882.

134. Mr. HEADLAM.—Can you tell us the charge to the Exchequer involved by the changes of 1872?—The improvements given in 1872 were confirmed in 1874 by a later Statute, and I find by notes on the

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[Continued.]

Estimates that the effect of the Act of 1874 was to add about £200,000 a year to the cost of the Force. That I take it included the improvements in the pay of officers and men, and any other improvements given in the form of allowances.

135. Did that include the pensions?—I could not say. The note on the Estimates states that the effect of the Act of 1874 was to add about £200,000 a year to the cost of the Force. I would not be in a position to test those figures now.

136. The CHAIRMAN.—That is assuming the strength to be the same before 1872 as it was afterwards?—The varying of the strength would perhaps increase it or decrease it.

137. It would increase it or decrease it as the case might be. Now we will come to the Act of 1882?—Yes, sir. In 1883, as a result of the Committee that was held previous to the Act passed in the year 1883, the pay of the Force was again revised, and more frequent increases were given to Constables. While the initial pay was left at its original figure, the maximum pay of a Constable was raised in 1883 from 24/- to 27/- nominally, but to 26/- really. The pay was fixed at 27/- a week by Statute and a deduction was for the first time imposed for barrack accommodation of one shilling a week. That made his net pay only 2/- more than it had been. The increase, therefore, was really from 24/- to 26/-.

138. Mr. HEADLAM.—You mean the money increase?—The money increase.

139. The CHAIRMAN.—Speaking of the man in his first four years of service, he got a shilling increase then?—Yes, sir.

140. That was taken from him?—It was taken back again for barrack accommodation; quite so.

141. That would not affect pension in any form or shape?—He would get the benefit of the nominal rate in pension.

142. But the man of four years' service would not get a pension?—Oh, no, of course; but the same principle runs through all. Perhaps he would be a Constable of over 20 years. That Constable would be pensioned on the maximum of the nominal pay, although he would be receiving actually 1/- a week less—£2 12s. a year less.

143. Did you, in looking at the proceedings of the Committee of 1882, see the object with which the question of the charge to single men for barrack accommodation was considered?—I understand that this system was adopted because a similar system was in operation in connection with the English and Scotch Forces, and I understand from what I have read that it is the custom to make a charge for barrack accommodation in connection with all Police Forces, or nearly all, in Great Britain, and the opportunity was taken there of imposing the charge in Ireland, a uniform charge of 1/- a week.

144. Yes; but we know that the considerations which were placed prominently before that Committee on behalf of the married men showed that the married men got no lodging allowance if they vacated the accommodation in barracks; that their case, compared with that of the single men, was rather hard? Yes, sir. The lodging allowance of 1/- a week was then given for the first time.

145. So that, perhaps, small as it may have been, the married man who had to take lodgings out of barracks not only got 1/- a week of increase of pay, but he got 1/- a week also as a contribution towards his lodging money?—Yes, sir; the non-imposition, if I may use the word, of a deduction of 1/- a week for barrack accommodation enabled the married man who was not provided with quarters in barracks for his family to benefit to the extent of 2/- a week when he had to move out, because he was exempted from this deduction of 1/- a week, and at the same time he was granted a lodging allowance of 1/- a week; so that the exemption and the grant of lodging allowance were equivalent to £5 4s. per annum. This was one of the advantages granted in 1882 and 1883 in addition to the increase of pay. There was also a boot allowance of £1 6s., that is 6d. per week, granted at the same time, and provision was made for the conveyance of furniture on transfer (the transfer expenses up to that time seem to have been simply in

the nature of marching money); and the subsistence allowance rates to Head and other Constables were increased by 1/- a night. These were the chief improvements granted in 1882-1883, the raising of the maximum pay of Constables to 27/- nominally, the Sergeants' maximum to 31/- nominally, and the Head Constables' maximum to 40/- nominally.

146. When you say "nominally" you refer to the deduction of 1/-?—Yes; this stopping of 1/-.

147. Then the periods for increment were shortened? Yes, sir; in 1883 the periods of increases were at 4 years, 7 years, 9 years, 12 years, 15 years, 20 years.

148. And there was also a change made in the periods when the men could retire?—Yes, sir; the pension provisions of the Act of 1883 enable a man to retire at 25 years' service voluntarily with a pension of thirty-fiftieths, or three-fifths of his pay. He could, by serving till he had 29 years' service, get thirty-three and one-third fiftieths, or two-thirds.

149. Those are the main features?—Those are the main features.

150. Can you say what increase on the Vote, taking into consideration the then strength of the Force, was caused by these changes?—I see it stated in the Report of the Committee of 1901 that these changes which were made in 1882-3 by means of statutory authority and other Treasury grants that I have referred to involved a large additional expenditure of over £100,000 a year. I take it that the Committee of 1901 went into the figures; and that is their statement, that they involved at the time a charge of about £100,000 per annum.

151. Again, one must remember that all that additional cost would be affected one way or the other by the strength of the Force at the time?—Quite so, because the boot allowance and lodging allowance at that time was larger than it would be now, when we are working with a smaller strength.

152. Now we come to the Inquiry of 1901?—Yes, sir; as a result of the Inquiry in 1901, I find that the lodging allowance to married men of over 10 years' service was increased from 1/- to 2/- per week; that is, instead of benefiting to the extent of 2/- they benefited to the extent of 3/- a week. There was an actual lodging allowance of 2/- a week, or £5 4s. a year, instead of 1/- a week in addition to the exemption from deduction. A charge allowance of 2/- a week was granted to a Head Constable, Sergeant, or Acting Sergeant in charge of a station; increased allowances for making up uniform were given so as to enable a man to receive his uniform free of cost. Up to 1901 I believe they were sometimes out of pocket by the time they paid for the tailoring of the garments that were supplied to them, and so the allowances for making up the various uniforms furnished to them in an incomplete state were increased and the expense of moving the families of men transferred in the public service was also defrayed, and the expense of moving the families of officers likewise at the same time. Those were the chief advantages which followed the Inquiry of 1901.

153. Those were all dealt with then?—In 1903 they were all granted.

154. Then what were the recommendations which required legislation?—They were dealt with in 1908 by slight modifications of the pay.

155. Mr. HEADLAM.—What was the entire cost to the Exchequer of the changes which did not require legislation?—I think they at present represent £17,000 per annum. For instance, the increased lodging allowance would be something over £7,000, and the increased allowances for uniforms would be at least £2,000. I should say that £17,000 would be within the limit.

156. You cannot give the figure for the expense of moving the families of officers?—No; they are not distinguished in the accounts which are recorded here. Without making extensive inquiries we could not form an idea.

157. The CHAIRMAN.—Then the recommendations which require statutory authority?

158. Mr. STARKIE.—I think it was estimated by the Committee that the charge which did not require legislation was £33,600. That was, of course, in reference

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to the strength of the Force as it was at that time. It is page 32 of the Report. I think that is the total, is it not?

159. The CHAIRMAN.—Yes, of the recommendations which did not require legislation?—I think you have to take £12,365 off that.

160. That would really amount to about £17,000 or £18,000?—I calculate it is £17,000.

161. Mr. HEADLAM.—That is £17,000 or £18,000 on the basis of the present Force?—Yes.

162. The CHAIRMAN.—Now we come to the improvement in pay. What is the date of the Statute?—1908. As a result of the new scale of pay all Constables of seven years' service receive an additional 1/- per week and obtain an increase at 11 years, 13 years, 15 years, and 25 years, instead of at 12 years, 15 years, and 20 years, and the old maximum of 27/- a week is made attainable at 15 instead of 20 years, and an extra 1/- at 25 years. They formerly received the maximum of 27/- at 20 years' service. Now they receive 27/- at 15 years' service and an additional 1/- at 25 years' service. The pay of Acting Sergeants and Sergeants was likewise increased, necessarily increased, I should say, by 1/- a week, and the only advantage the Head Constable got was that he got £97 10s. instead of £91 on promotion, and the maximum rate, £104, after five years' instead of six years' service. Their maximum rate has remained the same, and the commencing rate of a Constable has remained the same. The maximum rate of a Head Constable has remained the same since 1883, and, as I explained before, the commencing rate of a junior Constable has remained the same since 1872.

163. Now that is 1908? 1908. I find it stated in one of our Office Minutes that the extra charge of the improvement in pay in 1908 amounted, perhaps, to about £15,000 per annum.

164. Now, there was some change as to pension?—Yes, sir: the Act of 1908 modifies the existing conditions of pension for those joining the service subsequently to the passing of the Act, by enacting that Constables not incapacitated for the performance of duty should not be entitled to retire until after 30 years' service and 50 years of age. This provision gave effect to one of the recommendations of the Committee of 1901 (paragraph 54), and it also provided that those at present in the service, that is in the service before 1908, who retired before 30 years' service and 50 years of age could only be pensioned on the rates fixed by the Act of 1883: in other words, if a man chose to retire before he had 30 years' service and before he was 50 years of age, his pension would be measured on a scale of pay of about 1/- a week less.

165. The same proportion is carried through?—Yes, sir: the proportion was not altered, because one-fiftieth is granted for each year's service. That was not altered: but the privilege of retiring voluntarily at 25 years' service was taken away from men who joined the service subsequently.

166. But the proportion of thirty-fiftieths as the extreme pension was still maintained?—Well, a man might get two-thirds by serving a longer time. Under the Act of 1883 a man might retire at 25 years' service on a pension of thirty-fiftieths, but he could if he liked serve on till he had 29 years' service which would secure to him the full two-thirds, and, of course, that is naturally secured by his serving 30 years.

167. You say also that this Act gave power to pay an increased pension to the widow of a Constable who died from injuries on duty?—Yes, sir: £15.

168. You make some observations on the subject of pensions?—I have just given, for the information of the Committee, the figures representing the present charge and present numbers, which I thought might be useful, and I have only to point out that, while this sub-head has been growing at a tremendous rate during many years, the growth seems to be now greatly decreased, and I am hoping we have come near the maximum point, that we are getting near the maximum figure.

169. I take it that a decrease will arise from the fact that you are getting over the period now when pensions were materially affected by the tremendous strength of the Force in 1882?—Yes, there were upwards of 14,000 men in 1883: and most of those men have now retired, and I anticipate that we shall have a smaller

number of men qualified for pension each year in future than we had; moreover, as the number of pensioners increases the number of cessations will proportionately increase, and we expect that the number of pensions falling off will soon about equalise the value of new grants. The growth in actual expenditure of the last four or five years is very much smaller than it has ever been before, and it is partly due also, I think, to the provision in the Act of 1908 which encourages men to remain until 30 years' service.

170. There is one curious deduction from the figures of the pensions. You have 3,337 Sergeants on the pension list?—That is the number at present.

171. And 3,654 Acting Sergeants and Constables?—Yes, they are grouped together: the Acting Sergeants are not distinguished.

172. So it would appear (I do not know whether it is correct or not) that 50 per cent. who retire at all retire after being promoted?—I think that is a reasonable inference to draw; but I have not studied that point.

173. It only just struck me in looking at it. It appears that when it comes to the pension year, out of two men one gets promoted?—I think, sir, not so largely as that. You see, the Acting Sergeants are included with the Constables, and they would be a very small number. The Sergeants are shown as 3,337, and there are 521 Head Constables, these added together make 3,858. I suppose if you include the Acting Sergeants you would have very little over 4,000 as the number of men above the ranks of Constable at present on pension.

174. That adds more to the force of what I was saying. That would make it that about 50 per cent. of the men who joined the force are promoted. If you have 4,000 between Acting Sergeant, Sergeants, and Head Constables, and you have only 3,654 Constables on the pension list, that shows that of the total number of 8,000, 62 per cent. get promotion?—Yes, I see your point. I see it is in reference to the different ranks on pension.

175. You see what I mean?—I do, sir: I see what you mean.

The CHAIRMAN.—It may not be an accurate inference, but there it is.

Mr. HEADLAM.—It is a *prima facie* inference.

176. Mr. STARKIE.—It was stated in 1901 that two out of every three men in the Force get promoted?—I think it was: perhaps Mr. Metcalfe will be able to give you some information on that subject later on.

177. I do not say two out of three men who joined the Force, but two out of three men remaining in the Force for a certain time?—I think Mr. Metcalfe will give more accurate information on that point.

178. The CHAIRMAN.—Now, I was going to ask you a question. Can you tell me the proportion of District Inspectors to the Constables, Acting Sergeants, and Sergeants?—Well that return* I think which you have of the distribution of the Force will show that, roughly speaking, it works out about one District Inspector to 50 men. One of the Constabulary Statutes lays down, in connection with the extra Force, that the proportion of District Inspectors and Head Constables shall be one and two respectively for 50 men. Now, if we take the first half-dozen counties on that list which shows the distribution of the Force at present, you will find that there is about one District Inspector for 50 men. It varies; in some cases there are 53 men to an officer, and in some cases 45 or 46, but it depends largely on the grouping of the Stations. There must be a District Inspector and Head Constable in charge of each district.

179. Mr. HEADLAM.—Is that laid down by statute?—No; the nature of the case requires that. When you group a certain number of stations to form a district you must have a District Inspector. There will not be an even number of men in each district. As I said, it works out all round apparently somewhere about one District Inspector to 50 men, but varies necessarily. In large cities like Belfast, of course, you have a far larger number of men to each District Inspector. You have only seven districts there, and the force is 1,216 actual strength.

180. The CHAIRMAN.—Now, coming to Head Constables, what is the proportion of Head Constables?—It works out in most cases much the same, but there will be necessarily in some cases a larger number of

* Vide Appendix VIII.

Head Constables. This can be explained to you afterwards, I am sure, by Mr. Metcalfe, but wherever there is a district and District Inspector there must be at least one Head Constable who is to act for the District Inspector whenever he is absent; and then in large cities and other places there will be some extra Head Constables.

181. Mr. HEADLAM.—There are very few questions I want to ask. You have made it quite clear that these Acts are really mandatory as regards the maximum, and that within that maximum the Lord Lieutenant has discretion to fix according to the necessity of the case the allocation of all ranks except that of County Inspectors?—Quite so.

182. It is purely statutory. The Lord Lieutenant is advised by the Inspector-General as regards the allocation which takes place every three years?—Well, the last distribution took place in 1909, none since.

183. And there has been no redistribution since 1909. The Inspector-General is advised by his staff. You can give no evidence on that point?—I think the Inspector-General would be, perhaps, the most competent to give information on that point himself.

184. That has nothing to do with your side of the work?—Not directly, no; the financial staff has rather to do with the control of the expenditure which has become necessary owing to whatever administrative changes may be authorised.

185. Then as regards the sergeants, acting sergeants and constables, there is no definite number of sergeants fixed either by statute or by Order in Council?—No, there is no definite number. Obviously there must be a sergeant at every station, and there will be other circumstances which I have no doubt Mr. Metcalfe can explain to you as to why there should be extra sergeants in other places. No station is ever formed without having an acting sergeant or sergeant in it, and consequently the number of sergeants will vary according to the number of stations, but I find that there has been a very considerable reduction in the number of sergeants since 1903, even greater than the reduction of the number of stations.

186. The figures you give us are 1,691 sergeants, 382 acting sergeants, and 8,177 constables—that is to say about 20 per cent. of sergeants and acting sergeants and 80 per cent. of constables. Then as regards the charges fixed by statute or by the Treasury to be paid by counties, which statute fixed the rates for District Inspectors and Head Constables, and how long ago was that?—They have been fixed more than once, but the last time they were fixed was in 1874.

187. That was by statute?—By statute, for Head Constables and District Inspectors, and the Act then gave power to the Treasury to fix the rate for constables and sergeants, and the fixed it at a moiety of £68 18s. 6d.

188. That was in 1874?—Yes, by the 37th and 38th of Victoria, Chap. 8. It states that the charge is to be fixed on an average of the entire force of constables, sergeants and acting sergeants, "regard being had to the rates of pay sanctioned by this Act, and to the cost of clothing, medical attendance, barrack accommodation, fuel, local travelling expenses, and extra pay," so the charge fixed in 1874, having regard to all these considerations, was a moiety of £68 18s. 6d., and it has remained at that figure since.

189. There is no statutory provision or provision made by the Lord Lieutenant in Council prescribing the number of police stations or districts?—No.

190. May I ask you a few questions on the Vote? It seems to me with regard to allowances under Sub-heads C and D, that there is a long list of allowances under Sub-head C?—Yes.

191. And the charge to the Exchequer is £86,493 a year. Are those allowances authorised by Act of Parliament or the Treasury?—Yes, chiefly by the Treasury.

192. Has Sub-head C increased in recent years?—Oh, it has been. As I said a moment ago, taking the total of allowances and pay at the present time compared with 1903, it seems that, notwithstanding the additions to allowances given in the meantime, we

have made a net saving on the two Sub-heads of £27,000. I have not compared the allowances, but obviously the allowances go down as well as up with the decrease in strength, unless there are permanent increases, as there were in 1903 and 1882, by special new allowances granted or additions to allowances. A large addition to allowances was, as you are aware, the increase of the lodging grant, and I may also mention that a couple of thousand pounds had been added by the increase in the force in Belfast. When you increase the force in Belfast you increase the cost of allowances, because the special statutory allowance there is 2s. a week.

193. Sub-head D, Subsistence Allowance, also varies with the strength of the Force?—Not only with the strength of the Force, but those two Sub-heads of Travelling Expenses and Subsistence Allowance vary in the most extraordinary way from year to year, according to the duty which has to be performed. Now I have taken ten years, as I thought the question might arise in this connection, and I find that in the period from 1903-4 up to 1912-13 Travelling Expenses have varied between £18,000 and £29,000, and Subsistence Allowances have varied between £16,000 and £28,000. They jump down in the most unexpected way.

194. I tried to find out the other day what the amounts would be for Cycling Allowances and Marching Money, and I was told that they were not separately given. Is that so?—Yes. In the District Inspectors' monthly accounts, and in our accounts, which are a consolidation of all those accounts, the item of Travelling Expenses includes all forms of expenses for travelling—marching money, cycling, train fares, car fares, boat hire, all merged into one figure, and I have here at headquarters no means at any time, except just by examining whatever vouchers are under examination of determining what proportion of the expenses is spent on a particular class of service. The vouchers pass on to the Audit Office, and we have no record of them. We have the sum total of travelling expenses varying in each county.

195. You have no means of telling what is paid to the Force for Cycling Allowances and Marching Money, which are rather of a different category from Travelling Expenses?—No, but perhaps I can give you any information that you may desire.

196. I should be interested to know the totals?—We would have to collect it from the country and from an examination of the duplicate vouchers there.

197. Would it be a great additional trouble to keep those two allowances separate from the other travelling expenses?—Oh, it would. I do not think the game would be worth the candle.

198. You see the point that they are rather different?—That is so, but it has been always our practice to regard them in the nature of travelling allowances. They are really an equivalent for travelling allowances.

199. The CHAIRMAN.—Locomotion allowances?—Locomotion allowances; all those things come within the category of Travelling Expenses.

200. When expense under these heads is incurred, I presume the first place it comes to is the District Inspector's office?—Yes, sir; the claim comes in to him.

201. And it is put on a form and goes from him: he does not approve of it?—No, sir.

202. It goes from him to the County Inspector's office?—Yes.

203. And it is there that the entire of the accounts are approved of?—Most of the travelling expenses will be approved by the County Inspector after consideration, scrutiny, and query by him as he thinks necessary, and when they come up to headquarters they are subject to a further scrutiny, and if necessary a further query in the course of audit and consolidation.

204. All claims by officers are forwarded by the County Inspector and approved of here?—Examined and approved of here before payment.

205. Claims of all kinds on the various account forms.

206. The claims of the men, sergeants, acting sergeants and constables are approved of by the County

Inspector?—Yes; there are certain special cases which are approved of by the County Inspector in the first instance, but, as I say, come under observation again here in the course of the examination of the accounts.

207. Mr. STARKIE.—I suppose the variation between the amounts for Travelling Expenses and Subsistence Allowances depends on the state of the country?—Yes, disturbances in various localities, causing the sending of large detachments and causing their detention in a locality for a considerable time. That is the chief cause. Strikes in the last few weeks have been a potent cause of swelling the Travelling and Subsistence Expenses.

208. Of course, when a force remains in a place for a considerable time, the subsistence allowance is larger and the travelling expenses smaller in proportion?—In proportion, yes. Sometimes the travelling expenses have gone ahead of the subsistence allowances owing to the fact of a number of detachments going out.

209. And remaining for a short time?—Yes.

210. There is practically no limit to the number of extra force that may be ordered to a place by the Lord Lieutenant by proclamation?—Practically none, because he can appoint so many for small districts, half baronies, that there is practically no limit.

211. Mr. HEADLAM.—Can you tell us about the Reward Fund?—Yes.

212. Have you got anything to say on that point?—Well, I did not come prepared to say anything particular, because I did not expect to be asked, but perhaps I can answer any question. I understand the subject sufficiently to give any information that may be required. Do you refer to the Reward Fund proper or to the Benefit Branch?

213. What I was thinking of, and what I should like to know, was the total sum distributed amongst the constables by way of rewards for meritorious conduct, and so on. Can you tell us?—Oh, including grants on retirement and rewards for good police duty, it would not come to more than about £2,000 a year.

214. Meritorious conduct and grants on retirement and absence of unfavourable records, and so on?—Yes.

215. That is derived from fines?—A proportion of the fines awarded by magistrates, that is the chief source of income; and fines imposed on members of the Force, constables, for instance; and there are dividends on a certain amount of Stock that is invested.

216. That Stock is derived from former receipts?—Yes.

217. There is not more than about £2,000?—No.

218. Mr. STARKIE.—When was the 2s. a week for Belfast and Londonderry granted?—I think it was in 1874.

219. I think the first allowance was 1s. a week?—That is so.

220. That was granted in 1866?—Yes, and then it was increased.

221. It was increased?—In both Londonderry and Belfast by a later Statute. I have a note of it somewhere.

222. That was in 1874?—Yes, probably it was.

223. It was fixed by statute in 1874?—I think so.

224. That was given to head and other constables in Belfast, I understand?—Yes.

225. A shilling was granted in 1866, and then eight years later increased to 2s.?—Increased to 2s.

226. It is 2s. at the present time?—Yes, in Belfast and Derry.

227. Is that allowance pensionable?—No, sir.

228. Is it paid from the Consolidated Fund?—But it is not pensionable.

229. I think it is paid from the Votes of Parliament?—Yes, it is paid from the Votes of Parliament, but it is not pensionable; it ceases when a man is removed from the city.

230. Is the Town Inspector's salary recoverable entirely from the rates?—Only £400 of it.

231. And that is the original salary?—Well, it is the salary last fixed by statute; the present salary is £600.

232. Then the £600 was fixed in 1874?—When I said £400 was the last figure fixed by statute, I should have said the last fixed by statute recoverable from Belfast. It was subsequently increased to £600; when that was fixed there was no provision made for the increase to be recoverable.

233. Mr. HEADLAM.—You spoke about the nominal pay of a constable?—The constable now gets, after six months' service, a guinea a week pay subject to a diminution.

234. Then he gets an allowance for arms and straw and boots, 8d. a week?—Yes.

235. His gross weekly pay would be £1 1s. 8d., and his net weekly pay would be £1, deducting the value of the allowances?—Yes, sir.

236. In addition he has a uniform given him?—Yes.

237. What would be the value of that per week; would it be 1s. 6d.?—Well, that would be about it. I find the net cost of the uniform all round—sergeants, constables, and acting sergeants—is about £3 12s. per annum.

238. In addition to that he has the value of medical attendance on himself and his family. Have you any idea of how you would estimate that?—Well, it costs £1 4s. per annum, which is nearly 6d. a week.

239. So that with his pay and allowances he gets roughly the equivalent of about £1 2s. 8d. a week in money or in kind?—Yes.

240. In addition, of course, to the prospective value of a pension?—Yes.

241. Then take the medical attendance?—The mere fact of getting free attendance is rather hard to estimate in money. I should say the value to an individual would depend on the size of his family and their constitutions.

242. Yes; and a man, in addition to that, may derive an advantage from serving in Belfast?—Yes.

243. Take a man that had ten years' service or eleven years' service, after he has got a rise he would have £65 per annum?—Yes.

244. Or £1 5s. a week?—25s. a week.

245. And he would have the same equivalent allowance, £1 5s. 8d., and if he was a single man he would have 1s. stopped out of that. On the other hand, if he was a married man, what would he have?—A man over ten years' service would be exempt from the deduction of 1s. a week, and he would have in addition £5 4s. per annum or 2s. per week. If he were living in one of the large cities—Belfast, Cork, Limerick, Waterford and Londonderry—he would now, under a recent Treasury rule, have 3s. a week in addition to his full pay.

246. That 3s. a week is not confined to men in Belfast and Derry?—Belfast, Derry, Cork, Limerick, Waterford and the precincts of the Depot here in Dublin.

247. He has 3s.?—Yes.

248. A married man?—Whose family are not accommodated in barracks.

249. That is to say that proceeding on that basis he would get the equivalent of £1 6s. 8d. plus 3s.?—Yes.

250. If he was in one of those towns and a married man?—Yes, sir.

251. The CHAIRMAN.—How long have you occupied your position as Clerk in charge of Accounts?—I have only occupied that position since the 1st of December, 1912, but I had been in the Constabulary Office since the 1st of January, 1883, and I have had previous service in another department.

252. What other department?—The Dublin Metropolitan Police Court.

253. And what is your entire service altogether, may I ask?—Forty-two years.

The CHAIRMAN.—Then I congratulate you on your appearance as an Irish Civil Servant.

Mr. HUGH M. METCALFE examined.

254. The CHAIRMAN.—What position do you occupy?—I am Principal Staff Officer in charge of the Administrative Department of the Constabulary Office.

255. How long have you occupied that position?—I have held it for ten years last month.

256. Have you been all your service in the Constabulary Office?—Well, not all my service. I was a short time in the Board of Works, and then I was in London on Departmental duty for two years.

257. And how long have you been in the Constabulary Office?—Well, I have been in the Constabulary Office for about 33 years, I think.

258. Now, would you just let us get on the notes generally what is the administrative department, and what generally is the scope of the operations and the work of the administrative department?—Well, we deal with the recruiting and the promotions in the Force, and the pensioning, that is to say the pensioning up to the time men are pensioned. The pension is transferred to the finance department, but the pensions are all fixed by the administrative branch. And then we deal with all transfers and leaves of absence and marriages, and practically all the details connected with the administration of the Force.

259. Everything comes to you except its finance?—Except financial questions.

260. Now, I see you were good enough to give us a memorandum here showing the subjects which you desire to bring before Committee?—Yes.

261. I do not want you to read it in full paragraph by paragraph, but will you just look at your memorandum, and give us the gist of the various paragraphs for the shorthand notes?—Yes. I wanted to compare our position now as regards recruiting with what it was at the time of the Commission of 1901. During the thirteen years from 1901 to 1913, 9,104 men were registered as candidates for the Constabulary, and of these 7,204 were classified as first-class candidates. The number actually enlisted on being sent to the Depot was 7,136. That means that 21½ per cent. of the candidates were either rejected or not considered good enough to call up, and of the 9,104 who were registered 1,565 were sons of members or ex-members of the Force.

262. Mr. HEADLAM. That is for a period of thirteen years?—That is for the thirteen years since the Commission of 1901. I have taken the six years from 1908 to 1913, because in 1908 our first large drop took place in the number of surplus candidates. In those six years 4,284 candidates were registered by County Inspectors, but of these only 3,184 were classified as first-class candidates. The second-class men are inferior as regards physique and education, and they are never put on the first-class list unless they improve sufficiently.

263. Is there any definite difference between the two classes?—No; the second-class men have to fill the minimum requirements as regards height and chest measurements and everything of that sort, but they are inferior men generally as regards education. During those six years 3,774 candidates were actually enlisted, that is to say 590 more than were originally registered in those years as first class candidates. As the number advanced from the second to the first class is, under normal conditions, small, it is obvious from these figures that in addition to the men registered during each of these years, we have been using up the large balance available in the earlier years over and above our requirements.

264. Does that mean that you had them on the list a long time and kept them waiting?—Yes; in the past a large number of men were on the list waiting, and it took a long time for their turn to come.

265. That is to say you have been recruiting rather older men who had been waiting?—Yes.

266. The CHAIRMAN.—What are the limits of age?—The maximum is 27 years.

267. And the minimum?—18 for sons of members or ex-members of the Force, and 19 for the ordinary recruit.

268. The height?—Five feet nine inches is the minimum.

269. And chest measurement?—36 inches.

270. Then as to his requirements?—He must have

a fair knowledge of the simple rules of arithmetic and dictation. It is a very slight examination.

271. We will hear that in particular from the Assistant Inspector-General?—Yes, he will give you all that in his examination. The report of the Committee of 1901 states that the average of 900 candidates on the books for the previous seven years shows the popularity of the service in the country, and the general esteem in which it was held. They say "This fact speaks for the popularity of the service in the country, and the general esteem in which it is held." On the 31st December, 1901, there were actually 912 candidates on the books over and above our requirements and of those 721 were first-class candidates. The surplus number has been gradually diminishing ever since, with the result that on the 31st December, 1913, there were only 19 first-class candidates to fill 227 vacancies, and these men were in fact brought to the Depot two days later.

272. How many candidates were there altogether as compared with 1901?—912 candidates on the books in December, 1901, and 721 of the first class.

273. Give us now the first class candidates on the 31st December, 1913?—Nineteen.

274. You do not tell us the total?—There were 84 second-class candidates as well; that is, the total number was 103.

275. As compared with 912?—Yes, with 912. In other words at the present time there are no surplus candidates on the books, and the number of first-class men registered each month is insufficient to repair our wastage in the Force. In August, 1913, the County Inspectors were asked to report as to the causes for the falling off in the number of candidates. The principal causes assigned were as follows:—inadequate pay, uncertainty of prospects, owing to impending political changes; emigration, superior positions to be got in civil life, higher pay in police forces in Great Britain and the Colonies, members of the farming class not coming forward as freely as formerly owing to the purchase of farms under the Land Purchase Acts. The difficulties caused by the paucity of candidates have been increased by the abnormal number of resignations during the last two years. On page 25 of the Report of the Committee of Inquiry of 1901 it states that during the ten years from 1891 to 1900 there were 767 resignations, an average of 76 per annum; and on page 10 it is stated that in the year 1900, when there was an exceptional demand for men going to the war, there were only 91 resignations.

276. The CHAIRMAN.—I do not quite understand?—Well, great numbers of men were going out to South Africa at that time.

277. Do you mean of the Royal Irish Constabulary?—No, but men that might be recruited for the Royal Irish Constabulary I take it. This is in the Report of the Committee. I think that men that might have been recruited by us went out there.

278. Mr. STARKIE.—This is a question of resignation, not of recruiting?—Yes, but the two things come together. In the ten following years, from 1901 to 1910, the average number of resignations per annum was 101. In 1912 the number was increased to 224.

279. Mr. HEADLAM.—What is the average number in the ten years immediately preceding the present time comparing it with the figures given in 1901, that is comparing it with the average of 76 between 1891 and 1900?—For the last ten years the average has been 134.

280. Compared to 76 in the ten years preceding the Committee of 1901?—Yes. I think I said that in 1912 the number was increased to 224, while in 1913 no less than 299 men resigned. The reasons which the men who resigned in 1913 gave for leaving the Force were as follows:—125 to better their position; 43 on account of inadequate pay; 32 to join other police forces; 12 resigned on being reported for breaches of discipline; 42 recruits in course of training resigned.

281. The CHAIRMAN.—Was that voluntary resignation or discharge?—No, it was voluntary resignation, mostly through home sickness and things of that sort; and there were 45 other causes of various kinds. The total number of resignations in that year was 299. As the first three headings, that is to say, to better

their position, inadequate pay, and to join other police forces mean practically the same thing, those figures show that 200 men, about 67 per cent. of those who resigned, and about 2½ per cent. of the total number of constables in the Force, left the Force during 1913 because they thought they could do better elsewhere.

282. Mr. HEADLAM.—Have you any information to show whether those constables had obtained a situation, or were they merely leaving on the chance?—In some cases they had.

283. You have nothing to show how many of the 125 had not?—A great many of them had not.

284. Some had made their positions good before they left?—Some, but not all.

285. The CHAIRMAN.—Have you any knowledge in the office whether the men who resigned to join other police forces did join?—No; but I daresay I could find out how many as a matter of fact did join because the Chief Constable usually writes to us for their character, so I ought to be able to find it out.

286. The men usually go on approved service?—Yes, but in the case of men who serve for less than two years, there would be no approved service.

287. Mr. HEADLAM.—Can you tell us what service they had?—I have not got the particulars of their services, but they were mostly young men. The majority were of a few years' service, but I have seen, I think, some men over ten years go.

288. Perhaps you might give us the facts in a return?—Yes, quite so.

289. A return showing the length of the service?—Yes.*

290. The CHAIRMAN.—Now we come to the promotion in the ranks?—Yes. A constable may be promoted to be acting sergeant in three ways. He may get his promotion from the ordinary list or from the assistant clerks' list, or by competition. During the last ten years the average number of promotions made per annum from constable to acting sergeant was 192, and the average number made from the ordinary list during the same period was 158, about 82 per cent. Under ordinary conditions no constable is eligible for promotion under 8 years' service.

291. Mr. HEADLAM.—Is that a rule of the Force?—That is one of the regulations. When a well conducted constable has completed 7 years' service he may present himself for a test examination in literate subjects and police duties. The examination is carried out annually by the County Inspector. If a constable passes the test examination and is regarded as an efficient working policeman he is placed on the promotion list, and he must then wait until his turn for advancement arrives. While the list of the men who are recommended for immediate promotion is arranged in order of eligibility, full weight is invariably given to seniority. The service at which a constable on the ordinary list attains promotion varies considerably according to the County in which he is serving. In some Counties a man attains promotion after 14 or 15 years' service.

292. Are the men confined to one particular county, do the men do their whole service in one particular county?—Oh, they can be transferred about from one county to another; as a rule promotion is rapid in counties which are disturbed or where the duties are harassing.

293. All this rather implies that there are separate conditions in separate counties, and therefore I asked that question?—Yes.

294. And do you mean to say that the average numbers of men in the Force do serve all their time in one county? Do you make a distinction between counties?—It is quite simple for a constable to be removed from one county to another, but when a man becomes a sergeant it is rather difficult, because he must exchange with another man so as not to interfere with promotion in another county.

295. So it does to a certain extent depend on what county a man has to serve in whether he gets promotion?—It does decidedly. In general men have to serve 18 to 20 years before getting promotion. In Belfast and Londonderry the average service on pro-

motion is about 21 years, and in Cork East Riding 20 years. The average service throughout Ireland during 1913 was 18½ years. Assistant Clerks in County Inspectors' offices are promoted from a special promotion list, which is arranged in order of seniority. On an average 5 promotions are made annually from this list. The average service at which Assistant Clerks obtain promotion is about 14½ years.

296. How does a constable become an assistant clerk?—He is appointed from Head Quarters. He must hold the "P." qualification, which I will tell you about in a minute, or he must pass a special examination, and then he is appointed as an assistant clerk. There are at present 45 assistant clerks throughout Ireland. About 30 vacancies in the ranks of acting sergeants are annually filled by constables who have been successful at the competitive examinations. This method of obtaining promotion was originated in the year 1889 with the object of affording junior constables an opportunity of advancing themselves in the service. Men of good character who have completed at least 5 years' service are eligible to compete. The average service of successful competitors is from 9 to 10 years. The examination is conducted as regards literate subjects by the Civil Service Commissioners, and as regards police duties by a Board of Officers at the Depot. Promotion to acting sergeant is made within each county, that is to say the vacancies in each county are filled by men who are actually serving within the county.

297. There is an establishment of acting sergeants for each county?—Yes.

298. Is there any special way of recruiting the acting sergeants, is there any other way of creating acting sergeants?—No, except in those three ways, except that the Inspector-General can under the regulations give special promotion for any exceptionally good service, suppose a man did very fine work in the country.

299. The CHAIRMAN.—That would be quite exceptional?—Quite exceptional, but in some cases the men successful at competitive examinations have to be transferred to fill vacancies in other counties. Constables who obtain two-thirds marks in literate subjects obtain what is known as the "P." qualification, and they are not required to pass any further literate examination for promotion to the higher ranks. Head Constables and Sergeants are also permitted to attend the Civil Service Commissioners' examination with a view to obtaining the same qualification. If successful they are eligible to enter a competitive examination for promotion in their own ranks. Acting sergeants are promoted to the rank of sergeant from a seniority list kept at headquarters provided that they are recommended by their Officers as being fit for further advancement. The length of time spent in the rank of acting sergeant varies according to the number of vacancies which occur in the rank of sergeant. At present it is about a year and eight months. The average number of such promotions made annually was 185 during the past 10 years. Promotion of sergeants is general throughout the Force but the acting sergeants who are promoted remain in their own counties. There are four methods of obtaining promotion from sergeant to head constable, by seniority, by service as County Inspector's clerk, by competition amongst sergeants who have the "P." qualification, and by special promotion. The total number of promotions to the rank of head constable was 274 during the past 10 years.

300. Before we quite pass away from the promotion of the constable to acting sergeant, you say that the period of service for promotion varies in different counties?—Yes.

301. Well now the vacancies of sergeants do not depend upon counties. You say that when an acting sergeant is promoted to be a sergeant he may be transferred to any county?—No, I said acting sergeants are never transferred; they must remain in the county.

302. If an acting sergeant had been promoted to be a sergeant you said he may be sent to another county?—No, I think not.

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Mr. HUGH METCALFE examined.

[Continued.]

303. You say promotion to sergeant is general throughout the Force?—Yes, to sergeant.

304. But the acting sergeants who are promoted remain in their counties, and the inference from that is that sergeants could not remain in their own counties. Now, do they or do they not?—Oh, they do, sir. Acting sergeants who are promoted to be sergeants remain there as sergeants in their counties on promotion.

304A. You say promotion to sergeant is general throughout the Force?—Yes.

305. That is to say the vacancies all through the Force are open to sergeants?—When I say general I mean that we keep at head quarters a seniority list of acting sergeants and we promote them in turn by seniority from that list. They remain in the county no matter where the vacancies are; they remain in their own counties. The thing rights itself after a time. It means that the number of acting sergeants varies continually for the purpose of promotion.

305A. Do you really take together the two ranks of sergeant and acting sergeant?—They are taken as one rank practically for the purpose of promotion.

306. Now you were at the subject of head constables?—Yes.

307. You treat acting sergeants and sergeants as one rank?—Yes.

308. The proportion of sergeants and acting sergeants for each county is fixed?—Yes. What happens is this, that a vacancy is filled by the promotion of a constable to be an acting sergeant. A promotion from constable to be acting sergeant is immediately followed by another promotion of an acting sergeant on the general list at head quarters.

309. Mr. STARKIE.—It is quite clear that an acting sergeant is never sent to another county to fill the vacancy of a sergeant?—No, he is never sent.

310. The CHAIRMAN.—But a sergeant may be?—Well, he is not as a rule, but he might be. He is not as a rule except in exchange with another man. I think I said the total number promoted to the rank of head constable was 274 during the past 10 years. Of those 153 were made from the seniority list; 45 from the Clerks' list; 42 from the competitive examination list; 34 by special promotion. It will thus be seen that 55 per cent. of the total number of vacancies were filled by promotion from the seniority list. During the year 1913 the seniority sergeants promoted had an average service of 29 years in the Force, and 16 to 16½ years' service in the rank, and their average age was 49 years. The average service of men promoted from the Clerks' list is about 23 years in the Force and 6½ years in their rank. The average of service of men promoted by competition is about 17½ years in the Force and 5 years in their rank. The average service of men specially promoted is about 27 years in the Force and 10 years in their rank. Promotion to head constable is general throughout the Force. Sergeants when promoted are sent to the counties where the vacancies exist.

311. I understand that the sergeants who are promoted by seniority have an average of 16 to 16½ years in their rank and being of an average of 29 years' service, these men must have received promotion to their rank at 13 years' service, which is very much under the average which you gave us?—Yes, that is the average. Of course, a number of men get promotion to be sergeants by the "P." system.

312. That would include these?—Yes; they may get promotion by seniority. A man might get promotion by competition from the "P." list and get promotion to head constable afterwards by seniority.

313. At the same time he must have had some exceptional services?—Oh, certainly he must have had. I will explain that a little further on. Prior to January, 1895, head constables only received one out of every four vacancies in the rank of District Inspector, but since that year they have obtained two out of every four. Those promotions are given alternately to a head constable from the seniority list and to one who has been successful at a competitive examination.

314. Do you mean a past competitive examination, is it a competitive examination such as you de-

scribed to us as qualifying a man for all sorts of promotions afterwards, or is it a special examination of the head constable for District Inspectorship?—He is specially examined by competition for District Inspector. Of course, he must have got the "P." qualification, the literate qualification, before he would be admitted to that examination.

315. But still he is examined again?—He is examined again.

316. Mr. STARKIE.—I suppose if a head constable is promoted to the District Inspectorship by seniority he does not pass an examination?—He passes a test examination.

317. He does not pass a literate examination if he is a "P." man?—Oh, no, if he is a "P." man he does not pass a literate examination. No head constable is eligible for promotion from the seniority list unless he is under 48 years of age. For a competitive examination the age limit is 45. During the last ten years 23 head constables were promoted from the seniority list and 22 from the competitive examination list. The average service of seniority men on promotion was about 27 years in the Force and 9½ in their rank, and their average age was about 46 years.

318. Mr. HEADLAM.—You say 22 by examination and 23 by seniority, that is 45 head constables were promoted from the ranks?—Yes, 45 were promoted in 10 years to be District Inspectors. The average service of head constables promoted by competition was about 20½ years in the Force and 4 in their rank, and their average age was 40 years. It will be obvious from the figures as to average length of service in each rank that it is practically impossible for a man who obtains promotion from the ordinary or seniority list throughout his whole career to reach the rank of District Inspector, as the period of service spent in each rank brings him far over the age limit. Of the head constables promoted from the seniority list during the past 10 years there is not one whose advancement was not accelerated by special promotion at one time or another in the lower ranks.

319. Is not that natural that the best men get to be District Inspectors?—Yes, of course.

320. They must have shown some ability in their career?—Yes. Some obtained promotion by competition, some by exceptional service, and some by serving as County Inspectors' clerks.

321. The CHAIRMAN.—I see the seniority man must be under 48 years of age?—Yes, he must be.

322. And suppose he joins at 19, that is 29 years service?—Yes.

323. You say it is impossible for a man to be promoted from the seniority list without his promotion being as well accelerated in some way to be in a position to compete for the District Inspectorship?—The average service in the ordinary list of a constable before promotion to acting sergeant is 18 years and then about two years in the rank of acting sergeant, and then about 16 years in the rank of sergeant.

324. Before he gets an opportunity of being examined?—Yes; that makes about 36 years, and suppose he is 19 when he joins that would make him 55, that is taking the average service all through.

325. Mr. STARKIE.—I suppose a large proportion of the head constables obtained promotion by the "P." list?—Yes, by the "P." list or being County Inspectors' clerks, or some of them by special promotion. Promotion in the Mounted Force is quite distinct from that in the Infantry. General lists of constables and acting sergeants are kept at head quarters and men are promoted by seniority provided they are recommended by their Officers. Vacancies in the rank of mounted head constable, however, are filled by promotion of the most eligible men irrespective of seniority. There are in this Force 3 head constables, 24 sergeants, 9 acting sergeants, and 96 constables. During the year 1913, 5 acting sergeants were promoted to be sergeants and 5 constables were promoted to be acting sergeants. On the 31st December, 1913, the total number of men in each rank was as follows:—head constables, 236; sergeants, 1,683;

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MR. HUGH METCALFE examined.

[Continued.]

acting sergeants, 369; constables, 7,971; total, 10,259. There is a proportion of one sergeant or acting sergeant to 3.88 constables.

326. Can you tell us the strength of the mounted constables?—96.

327. MR. HEADLAM.—Are they included in the ten thousand?—Yes, they are included in the figures for the whole Force.

The Committee adjourned for Luncheon, and resumed at 2 p.m.

MR. HUGH METCALFE further examined.

328. The CHAIRMAN.—You say that of the 505 men who joined the Force in the year 1890 there were discharged on pension or gratuity, 52; discharged as unfit, 57; dismissed or discharged on punishment, 40; resigned, 63; died, 33; total, 245?—Yes, that leaves 260 in the Force.

329. Of course, this is problematical, because there may be differences in the different years. Of the 500 men in that particular year, 1890, you do not know how many would be ultimately entered as discharged on pension or gratuity?—No; that refers purely to the men who joined in that particular year. I have taken the men of 1890.

330. And you have pursued their career?—I pursued their career from end to end, and I have found out how many of them are gone and how many of them are left.

331. Then in that year, 1890, out of 505 the total who escaped all those various methods of leaving the Force was 260?—Yes, 260 were left serving on the 31st of December last.

332. And for the year 1891, of 576 men enlisted 59 were discharged upon pension and 62 discharged as unfit. I presume that would be at an early period?—That would mean in the first few days of their service.

333. You refer to those on the record at the Depot?—On the records at the Depot. They are attested in the country and registered and they are brought to the Depot. They are passed by the Local Surgeon and the Surgeon at the Depot examines them and rejects them.

334. Might not men serve a couple of years down in the country without being entitled to pension or gratuity or anything and then be brought up as unfit and discharged?—No; all such cases as you mention would be entitled to some gratuity upon discharge. No man under a year's service gets a gratuity.

335. Then that would apply clearly to recruits who, having been attested in the country, then came up to the Depot and were declared unfit for the Force?—Quite so.

336. You say, dismissed, or discharged, 37, resigned, 77; leaving a balance of 293. Then for the year 1894, 613 men enlisted; 43 discharged on gratuity; 61 discharged as unfit; 48 dismissed; 88 resigned; 33 dead; total, 273, leaving 340?—Yes.

337. MR. HEADLAM.—You say the average service of a constable before promotion to acting sergeant throughout Ireland was 18½ years?—Yes.

338. How did you calculate that?—We took all the promotions for the year; we took every case and took the service of every man who was promoted during the entire year, and then took the average service.

339. Did you find so many in calculating for the year 1901?—For the year 1901 we made the calculation, and very curiously the average service was precisely the same as 1913. It is 18.6 in each case.

340. I understand that the posts of acting sergeants are throughout all Ireland, that a man is available for this post not merely in the county but all through Ireland on the vacancy of an acting sergeant?—No, there is no general list.

341. The case of acting sergeants is not that of sergeants, who are for the whole of Ireland?—No.

342. Did you make any calculation as regards 1882?—No; I did not go back to that.

343. At any rate there is no difference now from what was the case in 1901?—No, the length of service for ordinary promotions is the same precisely.

344. The CHAIRMAN.—Now I think the next subject you wish to draw our attention to is pensions?

—Yes; the scale of pensions in the Royal Irish Constabulary at present is the same as that detailed on page 12 of the report of the Committee of Inquiry of 1901, but the Constabulary Act of 1908 has made an important change in the conditions of voluntary retirement. Men who joined after the passing of that Act cannot retire on pension on their own application until they have completed 30 years service and have attained 50 years of age. The men who joined before the passing of the Act can still retire voluntarily on the completion of 25 years' service, but their pensions cannot be calculated on the new and increased rates of pay unless they have completed 30 years service and attained 50 years of age. This condition does not, however, apply to men who retire on medical certificates of unfitness for further service. Their pensions are in all cases calculated on the higher rates of pay sanctioned by the Act of 1908. From the return* which I have prepared it will be seen that 3,220 retired on their own application without medical certificates during the last 10 years, and that 2,056 retired before they became entitled to the full pension of two-thirds, that is to say between 25 and 28 years' service. The retirements on completion of 25 years' service were very irregular. During the first four years of the period 705 men retired after 25 years' service (that is the period from 1904 to 1907), while in the last six years, 1908 to 1913, only 268 retired after this period of service. This is probably to some extent due to the change in the conditions of retirement made by the Act of 1908, but it seems to be mainly due to the cessation of recruiting in the years 1883 and 1884. In the year 1882, 2,681 men were enlisted, but in 1883 only 110, and in 1884 only 78 men were enlisted. This reduced considerably the number of men who were entitled to pension at 25 years' service in 1908 and 1909. The effect of the Act of 1908 will be better seen by comparing the retirements at 30 years' service during the first three years of the period, 1904 to 1906, with the last three years from 1911 to 1913. In the first three years only 164 of the 1,030 who retired had completed 30 years service, about 16 per cent., while in the last three years 469 of the 867 men who retired had completed 30 years service, about 54 per cent.

345. Will you just explain how the Act of 1908 brought that about?—Well, the men evidently waited till they got the benefit of the increased rates of pay sanctioned by the Act of 1908. They could not get the benefit of that then, and so they waited till they could, and so instead of 16 per cent. of the men retiring on 30 years' service there were 54 per cent., and in the year 1913, 58 per cent. of the men who retired on their own application had completed 30 years' service. During the ten years 596 men were discharged from the Force on medical certificate as unfit for further service on grounds of ill health, and of those 235 were discharged on gratuity, having less than 15 years service. The remaining 361 were granted pensions proportioned to their length of service. It will be observed that 213 of these, or 59 per cent. had completed 20 years service and upwards. During the past ten years 88 men were retired on pensions owing to injuries received in the execution of their duty. Of those, 53 were cases of accidental injury and 35 were cases of malicious injury. In addition, one constable was murdered in the execution of his duty. Three officers also retired on pension during the period in consequence of injuries received in the execution of duty. By a clerical error, which was explained later to the Government, a return was furnished to the Committee of Inquiry of 1901 in which it was stated that only 7 cases occurred in the 10 years prior to 1901 of men retiring owing to injuries received in the execution of duty. The correct number was 106, of which 47 were accidental and 59 malicious. The widows of men of over 15 years service who died from natural causes while serving in the Force are entitled to a pension of £10 a year for life or till they re-marry, and each child to a yearly allowance of £2 10s. 0d. till he or she attains the age of 15. Under the Constabulary Act of 1908 the widow of a constable who loses his life from the effects of an injury received in the execution of his duty may

* Vide Appendix XIII.

get a pension of £15 a year. The widows of men of less than 15 years' service are entitled to a gratuity. One of the requests put forward in the Memorial submitted by members of the Force is that pensions should be calculated on the actual instead of the average pay. It is a rule throughout the entire public service that where there has been a change of rank within three years prior to retirement the pension should be calculated on the average pay during the three years, but the Constabulary Act of 1883 goes further than this. It provides for the average being taken where there has been a change in the pay during the previous three years. So far as I am aware there is no similar rule in any other branch of the public service. The Committee of Inquiry of 1901 considered this provision, but it is obvious from the remarks on page 29 of the report that they did not quite appreciate the point at issue. They were of opinion that the provision was a necessary one, because they said if pensions were calculated on the pay at the date of retirement a member of a police force if over 25 years' service could immediately on attaining a higher rank retire on the basis of the higher pay of that rank, but the objectionable feature in this rule is that the average must be taken where there has been no change of rank within three years, where the only change has been in pay.

346. Mr. HEADLAM.—By that you mean an increment within the scale?—Within the scale. If there be only a change of pay you must take an average. The Committee say it is also contained in the English Police Act of 1890. This is a mistake. There is no such provision in the English Police Act, which merely provides for the average being taken when there has been a change of rank. Shall I read the section?

347. Mr. STARKIE.—I do not think the facts were brought before the Committee. The matter that was before the Committee of 1901 was the change of rank; there was no question raised as regards the average on change of pay. That is my recollection. I may be wrong?—There is a complete difference between the two cases.

348. The CHAIRMAN.—Your quotation from the report of the Committee does not say change of pay. They are alluding to a higher rank all the time, to a change of rank?—My impression was that the objection was to the average being taken on the change of pay.

349. Mr. STARKIE.—If that was so it would be in the evidence?—I did not read the evidence, but I fancy that the men who put it forward did not understand the point.

Mr. STARKIE.—Certainly as far as my recollection goes the question of the average on increase of pay was never raised. I myself was unconscious that a man on promotion to a higher rate of pay but not on promotion to a higher rank had to count an average of three years.

350. Mr. HEADLAM.—Read the section of the Irish Act?—The Irish Act says that where a constable who becomes a member of the Force after the passing of this Act has in the course of the three years next before the date of his retirement or death or such injury or cause been in receipt of a different annual pay from that which he is receiving at that date the annual pay at the date of the retirement, death, injury or cause shall be deemed to be the average annual amount of pay received by him for the said three years instead of the annual amount actually received by him at that date. This is the section of the Police Act of 1890:—Where a constable has in the course of the three years next before the date of his retirement or death being in more than one rank, his annual pay at the date of the retirement or death shall be deemed to be the average annual amount of the pay received by him for the said three years instead of the annual amount actually received by him at that date.

351. That is to say that if a man went from constable to sergeant in the last three years the pay would be averaged?—Yes.

352. But if he was receiving a higher increment of pay as a constable he would be pensioned on the actual amount?—Yes. The reductions made in pensions and gratuities owing to the operation of this

rule are very small. There were 66 cases affected by it during the year 1913, and as the additional charge involved would probably not be more than £150 per annum (that is a rough calculation) it is a matter for consideration whether a provision which has always been regarded by the men as unfair and which does not apply to other branches of the public service, should not be abolished. Officers of the Royal Irish Constabulary are pensioned under the Constabulary Act of 1874 as amended by the Acts of 1882 and 1908. They may retire on their own application without medical certificates when they have served 30 years or have attained the age of 60. Under the Act of 1874 the highest pension attainable is thirty-fiftieths of the salary, the term "salary" including allowances for lodging and servant. Under the Act of 1882 the County and District Inspectors may be granted pensions on the ordinary Civil Service scale of one-sixtieth for each year of service, with a maximum of two-thirds of salary. The Act of 1908 gives the Assistant Inspector-General also the benefit of this scale. Officers appointed before the passing of the Act of 1882 may have their pensions calculated according to the scale of either of the two Acts, whichever gives the larger pension, but officers appointed after the passing of the Act of 1882 must have their pensions calculated according to the scale of that Act only.

353. An officer can get full pension after 30 years service?—Yes, or 60 years of age.

354. At what age does an officer come in as a rule?—He can come in at 21, but supposing a higher officer is appointed from an outside force, he might come in at any age.

355. But coming in at 21 he would get full pension at the age of 51?—He would get three-fifths if appointed before the Act of 1882.

356. But he would not get two-thirds?—No, unless he had served 40 years.

357. Under the Act of 1874?—Under the Act of 1874, yes.

358. An officer coming in now must serve 40 years?—Must serve 40 years.

359. He can get no pension under 40 years service?

—Yes, he can retire on 30 years service, but he can only get half pay. The section which enables him to do so is not repealed in any way. It says he may retire after 30 years without getting a certificate. The section of the Act of 1882 does not apply to the following officers:—Inspector-General, Deputy Inspector-General, Surgeon, Veterinary Surgeon, Barrack Master and Storekeeper. The reasons for omitting the two former is that those offices may be filled by the appointment of experienced officers of long service from outside forces, and the Act of 1874 gives facilities for granting them the full pension of thirty-fiftieths of salary at 60 years of age. The omission of the Surgeon and Veterinary Surgeon is probably due to a similar reason. It is desirable in the interests of the public service that men of some standing in their profession should be appointed to those posts, and as the salaries are small the main inducement to get men to accept them would be the expectation of full pension at 60 years of age. The Barrack Master, however, is in quite a different position. His post carries the relative rank of County Inspector, and it is invariably filled by the promotion of a District Inspector whose entire previous service has been in the Force. Until his appointment as Barrack Master he has been entitled to the pension scale of the Act of 1882, and it seems inequitable that he should revert to what in his case is an inferior scale on attaining a superior appointment in the ordinary course of promotion. The same argument applied to the case of Assistant Inspector-General, and this fact was recognised at the time of the passing of the Constabulary Act of 1908, section 5 of which gives the benefit of the scale of the Act of 1882 to those officers. I think the Barrack Master has an equal claim to the benefit of the scale. No member of the Force under the rank of officer is permitted by regulation to marry until he has completed seven years' service. He must apply for permission to his County Inspector, who, before granting it, must obtain satisfactory references as to the character of the intended wife.

360. Is it not the same thing in the Army, do you know?—I don't know. When a man marries a woman who is a native of the county in which he is serving or who has connections living in it, his transfer to another county is carried out as soon as a suitable exchange can be arranged. Such transfers are at the public expense. The average number of men married during the last 10 years was during each of those 10 years 230. In December, 1900, 46 per cent. of the men in the Force were married, and in December, 1913, 38 per cent. were married. I have submitted a return* showing the periods of service at which the men married and serving in the Force on the 31st December, 1913, were married. It will be seen that about 31 per cent. of the total number were married at 7 years' service; 31 per cent. at from 8 to 10 years' service; about 24 per cent. at from 11 to 14 years' service, and about 14 per cent. at over 15 years service.

361. That is to say that any constable who gets leave from his officers and has had 7 years service may be married?—Yes.

362. There is not a 3 per cent. married establishment?—No. Under the Constabulary Act of 1883 men who marry without permission are very heavily penalised. Under section 2 they cannot be exempted from the deduction for barrack accommodation, and this involves the withholding of lodging allowance, and under section 4 (6) their widows and children cannot be granted pensions, allowances, or gratuities. They are, in fact, not recognised as married men at all, and when transferred on public service they are not granted the travelling expenses of their families. Such men when stationed in Rural Districts lose £7 16s. per annum and when stationed in certain towns £10 8s. per annum with respect to lodging allowance alone.

363. The CHAIRMAN.—Does the constable when he marries at 7 years' service get full lodging money?—At 10 years.

364. That is what I want to bring out. Marriage without permission would be under 7 years?—Oh, yes. This does not really apply as regards lodging allowance until he has served for 10 years.

365. In case of a man not being permitted to marry it is usually because he has not had 7 years service?—Quite so. When it is considered that this stoppage goes on throughout their entire service in the Force and that in the event of their death their widows and children can get neither pension nor allowance, we can realise that the punishment is out of all proportion to the offence.

366. Mr. HEADLAM.—A man who is once married without permission cannot be recognised after?—No; cannot be recognised. The Act makes that perfectly clear. It is right that men who commit this breach of the regulations should be punished. Twenty years ago it was the rule in such cases to insist on compulsory resignation or discharge from the Force, and this rule was regarded as of vital consequence to the efficiency of the Force. In October, 1894, the late Inspector-General, when questioned on the subject, reported to the Government as follows:—"In a Force like the Royal Irish Constabulary, which is distributed over 1,500 barracks, many of them being situated in wild districts where no accommodation can be obtained for married families, it is absolutely necessary to have a fair proportion of single men. As it is, County Inspectors are constantly complaining of their embarrassment and of the efficiency of the County Force being injuriously affected by the large number of married families they have to provide for by appointing the married men to stations where accommodation can be procured, but if the rule referred to was not maintained these difficulties would be so augmented as to render the Force inefficient."

367. The CHAIRMAN.—That expression of opinion by the Inspector-General did not meet the case of the hardship of the man who was penalised during the whole of his life because he had married without leave?—No, it did not.

368. It simply referred to the 7 years rule, it simply referred to the regulation that a man could

not marry till he had seven years service?—The rule he refers to is the rule of making them leave the Force. There was a rule that they were called upon to resign, and he says if the rule referred to were not maintained these difficulties would be so augmented as to render the Force inefficient. That was the rule requiring the man to retire.

369. Compulsory resignation?—Compulsory resignation.

370. That was not the rule that a man should not marry after 7 years' service without permission?—Oh, no. Since 1894, however, the rule as to compelling men who have married without permission to leave the Force has not been strictly enforced. In a few cases where the offender has been otherwise unsatisfactory his compulsory resignation has been required, but the great majority of cases have been dealt with by imposing an unfavourable record, ordering transfer to another county and treating the offender as if he were an unmarried man. There has been no removal from the Force for this offence alone of recent years. Even when due regard is paid to the reasons for strictly repressing this breach of the regulations it is a matter for consideration whether a perpetual and cumulative punishment such as is now imposed is either just or necessary in the public interest.

371. Well, now, this matter of compulsory resignation is one entirely within the power and the exercise of the authority of the officer commanding the Force? Yes, with the approval of the Government.

372. That is if the man submits to compulsory resignation?—If the man refused to resign he would have to be discharged.

373. There is no exercise of statutable authority there?—No, none.

374. But the hardship in connection with statutable authority appears to be that by statute a man if he marries before 7 years is barred for ever from deriving any advantage as a married man?—Exactly.

375. And no one can exercise a discretion there?—None whatever. The men themselves feel it keenly, not only is a stigma attached to them during their entire service, but the annual loss involved practically means the difference between bare existence and comfort. They are constantly appealing to the Inspector-General to remove the disability, but he can only reply that it is a legal one which he has no power to remove. The number of these men is not great at the present moment (there are only 28 of them serving throughout Ireland), but it seems undesirable to have any men in the Force who are constantly suffering from what they regard as an intolerable grievance. The remedy I suggest is that it should be in the power of the Inspector-General to remove the disability in question after a certain time, but in no case before the time when a man might have got permission to marry in the ordinary course, provided that by efficiency and good conduct they prove themselves deserving of this leniency.

376. Bear in mind that in the case of the 28 that you describe there, they might have been discharged?—Yes, sir. I really think it would be more humane to discharge them.

377. Now about the transfers?—An unmarried constable who has served in a county for five years may apply for transfer to another county, and, as a rule, if he is a man of good character, his request will be complied with provided that he does not apply to go to a county adjoining his native county. A married man may also apply, but his request can only be granted in the event of an exchange being arranged with another married man. A man of any service can also be transferred to another county if he arranges an exchange with a man of the same rank. Where a man's health is injuriously affected by the climate of any county, the Inspector-General exercises his discretion as to transferring him to a more suitable county without exchange and irrespective of the rule as to serving five years. Head constables and sergeants in charge of stations cannot be transferred within a county without the sanction of the Inspector-General, but the County Inspector has power to transfer sergeants or acting sergeants who

* *Vide* Appendix XVI.

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MR. HUGH METCALFE examined.

[Continued.]

are not in charge, or constables, from one station to another within his county. When a man is transferred on his own application he must himself defray the expenses. This rule is strictly enforced. When he is transferred on public grounds or on marriage the expense is charged against the public funds.

378. Mr. HEADLAM.—The Force is definitely organised on a county basis and not on a national basis?—Yes.

379. The CHAIRMAN.—Now about leave of absence?—Head constables, sergeants, acting sergeants, and constables are granted a month's leave of absence per annum on full pay if their duty permits it. Men are also allowed eight hours' leave of absence either together or in broken periods during each month. When not on duty men are permitted to be absent from barracks for not longer than two hours, and when riding their bicycle for three hours. When a member of the Force is unable to obtain leave owing to the duty in his district being severe and important so that his absence necessitates the transfer to the station of another member of the Force, the expense of a sending a substitute may, if the Inspector-General so directs, be charged against the public funds; otherwise it must be borne by the man himself.

380. Is that of frequent occurrence?—No, not very, sir. It has occurred fairly often. I would not say very frequently though. As a general rule they pay themselves for the substitute; the exception is where the public pay for it. When a man has been non-effective for three months his case must be brought under the notice of the Inspector-General, who refers it to the Surgeon of the Force for consideration. If on examination it is found that the man is unlikely to recover within a reasonable period steps are at once taken for his discharge on pension or gratuity, but if he is likely to recover within a reasonable period further leave is usually granted. As a general rule, however, no man who is suffering from ordinary sickness is retained in the Force after he has been non-effective for six months. Men who have been seriously injured in the execution of their duty are allowed greater latitude. If there is a reasonable probability of recovery and resumption of duty further leave up to a total of twelve months might be granted, but such cases are very rare.

381. Mr. HEADLAM.—It is not 18 months altogether?—No, it is another six months. No reduction of pay is made during any period of sick leave. I have a note here about the letting of lodgings by police, which I do not think is of any importance.

382. The CHAIRMAN.—Just as you like?—I do not think it is really worth notice; it is a small matter. As regards patrols, in paragraph 38 of the report of the Committee of Inquiry of 1901 attention is drawn to the fact that in Ireland at that time all patrols in the daytime as well as at night consisted of not less than two men, while in England, as well as in the rest of Great Britain, the police patrolled singly both by night and day. It should be noted that since 1904 the system in Ireland of sending two men together on ordinary day patrols has to a great extent been discontinued. The general rule now is to detail one man only to discharge the duty, but this order does not apply to special patrols for protection purposes or to day patrols in disturbed areas, the strength of which can be increased by the County Inspector when he considers it necessary to do so. A night patrol, as formerly, never consists of less than two men.

383. Mr. HEADLAM.—Has there been a reduction of numbers as the result of a change of system?—No, but the probability is that we should require more men if the system had not been changed. The average number of hours of duty of the Royal Irish Constabulary per day is seven and one-seventh; in the country, generally $6\frac{1}{2}$, and in disturbed areas 8. This information was obtained from the County Inspector in 1910 and there is no reason to suppose that the conditions have altered materially since.

384. The CHAIRMAN.—That, of course, includes parade and instruction, or does it?—That includes all duty of patrol.

385. Does it include the parade and instruction? That would be all taken in. I did not go into the details of the thing.

County Inspector Roberts (interposing).—No, sir, that is the duty outside.

The CHAIRMAN.—So that the actual occupation of a man might mean a good deal more than that.

County Inspector Roberts.—Yes, filling agricultural forms and that sort of work, and often other clerical work results from that duty.

The CHAIRMAN.—But not including clerical work, I think the average time of the obligatory duty of parade and being instructed or examined would be an hour a day.

County Inspector Roberts.—Well, about an hour. That is not included in it.

The CHAIRMAN.—Then, of course, there would be further, any returns which the man had to fill in his barrack at his own discretion.

County Inspector Roberts.—Yes, sir. Of course, the other is the duty performed outside barracks.

Mr. STARKIE.—Or in the yard of the premises.

County Inspector Roberts.—Yes, sir; ordinary duty is not included.

386. Witness.—The strength of the Force to be maintained in each locality is calculated so as to provide for the normal requirements in each district and also to afford a margin for such detachments as may be required for urgent duties elsewhere. During the 10 years, 1904 to 1913, the average number of constabulary employed annually on detachment duty was 91 District Inspectors, 108 head constables, and 5,490 men. The majority of those were absent for a few days only at a time on such occasions as anniversaries in the North, demonstrations, etc., but on the average 5 District Inspectors, 7 head constables, and 423 men were annually detained on detachment duty for longer periods, varying from 14 days to several months. The years in which the largest number of men were sent were 1907 and 1910. In 1907 the numbers were 136 District Inspectors, 158 head constables, 8,296 men, and in 1910, 150 District Inspectors, 150 head constables, and 8,034 men. The average number of occasions on which detachments were sent on duty outside their own counties during the last 10 years was 58 per annum, and the average highest number of officers and men on any one occasion was 14 District Inspectors, 17 head constables, and 950 men. (That seems to be rather absurd; the actual highest number, I think, would be better.) The actual highest number sent on any one occasion was on the occasion of the 12th of July anniversary in 1906, when no less than 23 District Inspectors, 25 head constables, and 1,443 men were sent.

387. Mr. HEADLAM.—Where did those men on detachment duty come from—from the Free Force or the Extra Force?—From the Free Force, from the counties all over Ireland. In cases like that they may come from the farthest part of the country; we go down as far as Cork and Kerry.

I have noted here about the extra duties, about what always have been regarded as extra duties performed by the Royal Irish Constabulary. In addition to their ordinary police duties the Royal Irish Constabulary perform a number of duties which in the ordinary course would devolve on other departments or on local authorities. The duties are as follows:—Taking the census every 10 years—

388. That is remunerated specially?—I do not think so.

389. The CHAIRMAN.—If they are out a certain number of hours they get extra pay?—Yes, but no special remuneration. Then duties connected with the work of the Department of Agriculture, collecting agricultural statistics and statistics about swine fever and canine rabies, and things of that sort, escorting convicts to prisons through the country—a duty which was formerly performed by the military.

390. Mr. HEADLAM.—That is performed by the police in England?—Yes, I was coming to that. In many cases the police in England perform this duty now. Then there is the duty of making returns of penalties.

391. Where are they sent to?—To the Petty Sessions Department.

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392. The CHAIRMAN.—Making returns?—I think this work is done by the District Inspectors.

393. Mr. STARKIE.—Or Head Constable?—Or Head Constable. Then there is the duty of enforcing various Acts of Parliament such as the Contagious Diseases (Animals) Act, 1878, the Fishery Acts, the Spirit Acts and the Towns Improvements Acts.

394. The CHAIRMAN.—What are the Spirit Acts?—The Act with regard to shebeens, which is really an Excise Act. They have also to execute Loan Fund, Poor Law, and County Cess Warrants.

395. Mr. HEADLAM.—What duties have they under the Children Act of 1908?—They bring children to places of detention.

396. Do they act as Inspectors?—No, they do not act really as Inspectors, but they bring them.

397. The CHAIRMAN.—That is children sent to Industrial Schools?—Yes, they take them and remove them, and occasionally they have to assist at Fishery Inquiries and other Inquiries of various Government departments, and they supervise ticket-of-leave men.

398. Why should not that duty devolve in the ordinary course on the police?—It is strictly Prisons Department work. Then they have to act as Inspectors of Weights and Measures and as Inspectors of Food and Drugs, and under the Explosives Act, and as enumerators of emigrants, and in preserving order in Sessional and Assize Courts.

399. Mr. HEADLAM.—What do you mean by enumerators of emigrants? Do the police take the number of emigrants?—Yes.

400. Is that a statutory duty imposed on the police?—No.

401. It is for the convenience of the department concerned?—Yes. Then they have Customs duty in regard to the prevention of smuggling, and Excise duty in regard to the prevention of illicit distillation, and then duties connected with the work of the Congested Districts Board.

402. Mr. STARKIE.—The illicit distillation work was originally done by the Revenue police?—Yes, but they have been abolished. And then we take an annual census of horses for the War Office.

403. Mr. HEADLAM.—What are the duties connected with the Loan Fund?—The Constabulary, when directed by the Magistrates, execute all warrants for

the recovery of moneys under the Loan Fund Act, on behalf of such societies as are certified by the Central Loan Fund Board. As regards the Congested Districts Board, we make inquiries about the solvency of people who get loans. We have a very large correspondence. Many of those duties appear to be performed by the police in some places in Great Britain, but where that is done the police receive special allowances, and the additional duties are welcomed by them. In Ireland the police receive no special allowance, except in the case of illicit distillation duty, when they receive rewards and gratuities according to the importance of the detections; and, in the case of the Weights and Measures duties, we have 400 men who are qualified as Inspectors, and get a small annual reward averaging about £7 per man.

404. How is that reward paid?—I think they get it every year.

405. Is it a fixed sum?—It is so much per Petty Sessions District. It works out by average at £7, sometimes more or less.

406. Mr. STARKIE.—Is it paid by the Board of Trade?—Oh, no.

407. Or by the Constabulary fines?—By the Constabulary Force Fund. The police who are employed in these extra duties often receive subsistence allowance and marching allowance. These duties, under ordinary conditions, are accompanied by extra expense, so such payments cannot be regarded as remuneration for additional work. It is understood that the following duties are not performed by the police in Great Britain:—Taking the census, collecting agricultural statistics, escorting convicts, checking returns of Petty Sessions Clerks, acting as enumerators of emigrants, and doing illicit distillation duty and the enforcement of the Spirit Act.

408. Mr. HEADLAM.—Who carry out the illicit distillation duty in England?—The Excise officers. In many places in Great Britain the inspection of weights and measures is carried out by the police; in Ireland it is performed entirely by the Royal Irish Constabulary, except in the Dublin Metropolitan Police area.

409. The CHAIRMAN.—Well, we have to thank you for your very full statement, and I do not think we will trouble you further at present, but if anything should arise in the course of the Inquiry, of course, we will ask you to come here.

Mr. E. H. PEARSON, Assistant Inspector-General, Commandant of the R.I.C. Depot, examined.

410. The CHAIRMAN.—You are Assistant Inspector-General of Constabulary?—Yes, sir, and Commandant of the Depot.

411. We think it would be interesting if you could give us some account of the training and the early beginnings of the service of a policeman, and perhaps you would begin just with the recruits?—Well, one of my duties, sir, is to classify the candidates for the Force. That is perhaps the first stage. I classify them first and second class each month.

412. Perhaps you would tell us, as you have some experience of the localities and districts, how recruiting is carried on in the country?—Well, so far as my knowledge goes, it begins with the candidate coming to the sergeant of the sub-district, or perhaps the sergeant of the sub-district mentions the matter to him, as the case may be. The sergeant, if he thinks he is a suitable man, recommends him to the District Inspector. The District Inspector names a date on which the candidate is to come to his office, when he measures him, and examines him in dictation and simple arithmetic, and obtains from him his birth certificate, and usually testimonials as to his good character from people who know him—his clergyman or magistrate, or people of that sort. Of course, he may be known personally to the District Inspector; and the sergeant, as I said before, must be able to give him a good character. If the District Inspector finds him satisfactory, he recommends him to the County Inspector. The County Inspector names a date on which he is to come into his office. He is then measured to see that his height and chest measurement come up to the standard laid down in the regulations. The maximum and minimum chest measurement are made, and the mean chest measurement is what we take. The

County Inspector then examines him in the same way in dictation and simple arithmetic, and if he finds everything is satisfactory he registers him as a candidate. He then submits a form to the Commandant, and the Commandant, examining this form, and looking at all the details, and looking at the man's physique as described, and the specimens of dictation and arithmetic, classifies him first or second class, as the case may be. The minimum height for candidates is 5 feet 9 inches (for sons of members of the Force or ex-members of the Force, 5 feet 8 inches), the minimum mean chest measurement is 36 inches, and if a man is over 5 feet 11 inches, 37 inches; and the minimum age for candidates is 19 years (for sons of members of the Force or ex-members of the Force, 18 years), and the maximum age is 27.

413. Now we are just at your classification?—I classify the men first and second class, and the second class men are, although registered as candidates, never called until they are able to improve sufficiently to be advanced to the first class. The first class men are called as we require.

414. Mr. HEADLAM.—How long has this division into two classes been in existence?—As long as I remember.

415. In the Report of Lord Monck's Committee there is no mention of that—that is 1872?—Well, I remember only 34 years. At present the first class candidate is registered, we will say, in the last week in one month; he is classified by me on the 2nd or 3rd of the following month, and on that date, or as soon after as possible, I have to call up half the available first class candidates on the list, so that a man who is registered at the end of one month may be only 17 days on the list before he arrives at the Depot.

416. The CHAIRMAN.—On your list?—I mean on the County Inspector's register. We live from hand to month. The remaining half of the candidates registered at the end of one month is not called up till the 2nd of the following month. These men are registered candidates for one month only, and on the 2nd of that following month I have not got a single candidate over, that is to say, the candidates who are registered in the last week of January have all been called up to the Depot by the first week in March.

417. That is first class?—First class: second class we do not regard; they are of no use to us until they are advanced to the first class. They are only men of the poorest physical development, and men whose education is not up to the standard, and that standard, I may say, is lower recently: in fact I am letting in men now of inferior education to what I would, say, two years ago.

418. I presume when men are classified as No. 2 by you, you communicate with the County Inspector?—The County Inspectors have been asked by me from time to time to encourage these men to improve themselves by explaining to them where they are short, and advising them to try and improve themselves.

419. Mr. HEADLAM.—Even though second class men are 5 feet 9 inches in height?—They are 5 feet 9 inches in height, and any man who does not comply with the minimum requirements is not put on the list at all.

420. How long is this going on?—You see for a number of years we have had a balance in hands; we have had a good many more men on the books than we required, but that balance has disappeared, partly because of the slackness of men coming forward, and partly, I think, because of the greater wastage, so that now we are actually living from hand to mouth, and we have not got enough candidates to fill up the existing vacancies.

421. Of first class candidates?—No, sir; both first and second class.

422. The CHAIRMAN.—You have got to the classification of your candidates?—Yes.

423. The candidates are allotted to the counties?—Yes, sir; we call up so many candidates: we name the men, and the County Inspector calls them in to arrive at his office on a certain date, when their measures are further checked by him, and when he sends them before the local surgeon, who examines them. If they pass the examination of the surgeon they are then attested, provided, of course, that their measures are all right, and sent up to the Depot. At the Depot they go before the Surgeon of the Force, and he puts them through another examination, and if he finds anything wrong with them they are discharged on the spot. If he passes them they proceed to undergo training. That training is supposed to last for six months.

424. There is nothing very deterrent, I take it about his coming to the Depot; his expenses are paid?—No, sir, they are not. The candidate goes to the sergeant at his own cost; he goes to the District Inspector's office at his own cost; he goes to the County Inspector at his own cost; he comes to the Depot at his own cost; but if he is found medically unfit and discharged, as I said, his expenses are paid. If he is found fit he proceeds to undergo training. If he completes his six months' training he then gets his train fare up to Dublin. If he is pronounced medically unfit during his training he gets his expenses up to the Depot and home again.

425. Then it really does amount to this, that he is nothing out of pocket ultimately in such a case?—There are sometimes cases where a man who is returned as medically unfit has defects which can be removed, such as bad teeth, or something of that sort. In that case he is allowed to come up again for medical examination at his own risk and expense. If he passes the surgeon he is then in a position to be attested at the Depot, and he gets no expense up. Of course, he receives on allocation to the country the other expenses.

426. Mr. HEADLAM.—From the Depot?—From the Depot.

427. The CHAIRMAN.—We left off at his being duly passed in?—Yes; he proceeds then to undergo this training which includes ordinary drill, physical training, a branch of that which is called ju-jitsu; a course of musketry lasting for fifteen days. It takes him that time from the beginning till he is taught how to shoot, and then an ambulance course, which includes Stretcher Drill and First Aid in which a certain number of the men take out certificates.

428. Mr. HEADLAM.—That is not compulsory?—It is compulsory to go through the course, but it is not compulsory to take out a certificate: police duties in which they are trained in the school; a course of swimming and life-saving, and also some instruction in Fire drill. All these are compressed into the six months.

429. The CHAIRMAN.—The training in the school in police duties is an important one?—The training in the school is perhaps the most important.

430. Of course, they have their "Manual"?—They are instructed principally from the "Manual." The "Manual" is a book in which questions and answers have been made out in the most general duties of the police in Ireland, and this is taken as a text-book. The instructors, of course, do not confine themselves to the mere questions and answers. Each recruit is served out with a "Manual," which he studies during his spare time. The instructor takes a certain portion of this, and explains it, and instructs them, and lectures on the subject, and he asks them questions to bring out the fact that they understand the meaning of what they learn off by heart. Of course, they learn off the questions and answers by heart, but it is insisted on that they should understand what the meaning is. As they become advanced they are shown depositions and summons forms and warrants, and all the various forms that they will require in the course of their service, and these things are explained to them, and they are shown how they ought to be filled and what are the weak points.

431. And I suppose the discharge of every duty with regard to arrest?—All those things are explained to them time after time. They get instructions in instruments that are used in illegal fishing and coiners' instruments, and all that sort of thing; and different cases of crime are lectured on with models for the instruction of the class, so that the whole thing is explained and they are made to understand, as far as possible, how the thing was traced up and how it ought to be done; and they are taught to take casts of footprints, and, in fact, the police training is made as practical as it can be.

432. And that generally occupies six months?—Yes.

433. And then you conclude that a man is fit to go to a county?—Well, he is expected to be fit at the end of six months, and at the end of six months the different instructors report that he has gone through these different courses and classes, and then, if the men are pronounced unfit in any one particular thing, I consider the question whether the man is to be given a chance of improving in that subject, or whether he is to be discharged.

434. You inspect these men?—Oh, yes.

435. You inspect them particularly and finally?—And finally. As soon as they are all pronounced fit, I examine them in drill and police duty, and such as I consider fit to go out I proceed to allocate, and if they are not fit then I give them a little longer, or I put the facts before the Inspector-General and discharge them.

436. I suppose if, at any period of the training, you arrive at the conclusion that a man is unfit he would be discharged?—Yes.

437. Mr. STARKIE.—Are there many such cases?—Not many. If a man is slow to learn we give him extra time.

438. The CHAIRMAN.—As a matter of latter experience, do you find that recruits are as clever and as smart as they used to be?—Well, I am told that they are not, sir, I am told by the instructors that they find them slower to learn, and that there is a greater average of backward men now than in former times. They

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find them slow to understand both in the school and at the drill, in fact their preceptions are not as quick as in former years.

439. How is that accounted for?—I think it must be accounted for by the fact I mentioned before that in taking men now I do not keep up so high a standard of education as was done in former years. I cannot afford to do it if I am to keep up the supply. For instance, there is a man who does a bad dictation paper. If I find his physique is all right, and that he can write a decent hand, or a hand that may improve, I give him a chance. That man is probably one who has been a long time from school, perhaps taken away at an early age to work, and consequently has lost the knack of learning—which, of course, one does lose.

440. There is no school at the Depot now?—What is called the school is entirely concerned with police duty.

441. I think there was at one time a school where men were obliged to improve themselves?—Well, I do not remember, sir. I do not think that when I joined there was.

442. Now is there anything more that you can tell us about the recruit, because it is very interesting, and you have taken a good deal of trouble with him up to that period, and he ought to be a very useful man going out after those six months.

443. Mr. STARKIE.—I suppose a recruit is a good deal taken away from school and drill by other duties?—Of course, in a year like the past year, for instance, when we have had to send out a great many detachments, the recruits were withdrawn from their training very considerably, because there are a number of necessary fatigue duties—necessary duties to keep the machine running—which are usually performed by Reserve men, and we had no Reserve men to perform them, and we had to use the recruits.

443A. Mr. HEADLAM.—You recruit all the year round?—Yes.

443B. You do not take your candidates in two terms?—No; on the contrary, I try to keep recruiting always going, as it is necessary to keep up a constant supply, and that is why I divide the recruits into two batches each month, in order to enable a constant stream to go on.

444. You do not think it would be a good thing that they should go through the school and turn out all together?—Well, I do not think so, because, you see, a man goes on gradually, begins with one instructor, and works his way up to another.

445. Do you find that the candidates that you do get are older than you used to get or younger?—I cannot say. That point did not strike me. You did ask a question of Mr. Metcalfe about the balance of recruits being carried on. Of course, in former days there always was a balance carried on, but as a man has a period of eight years within which he can enter, between 19 and 27 years of age, the individuals who formed the balance were constantly being changed.

446. Do you think that the candidates that you get now are of a different class to what they used to be, that is, different socially; is there any alteration in the class from which you generally draw your recruits?—Well, there may be, perhaps, slightly; but I do not think there is much difference.

447. I find that the Committee of Inquiry of 1872 complained that recruits were inferior in quality?—In quality, yes.

448. Lord Monck said, "The class which it is desirable that the Constabulary should be recruited from may be stated to be that which fills the ranks of minor artisans, porters and superior farm servants"?—Well, the class from which we draw our men are small farmers' sons.

449. Still from that class?—Yes, the majority. There is perhaps a slight change in the direction of labourers' sons.

450. Still it is more farmers' sons?—It is more a matter of what a man calls himself than anything else. One man might call himself a farmer's son and his brother might call himself a labourer.

451. You have never hitherto advertised for recruits for the Royal Irish Constabulary?—No.

452. What do you do about giving employment to ex-soldiers? Do you recruit any ex-soldiers?—We do; ex-soldiers sometimes join us in the ordinary way as ordinary recruits.

453. Men who had passed through the army, but were still within your age?—Yes, on the short service system, and we also recruit from the Irish Guards.

454. Would you take a man who was still a reservist in the army?—Yes.

455. Or navy?—Yes; we have a certain number of them.

456. I see in the last Report of the Army that you have taken into the Royal Irish Constabulary a rather smaller proportion. It appears that you had in 1910 485 vacancies, and 5.5 per cent. were filled by ex-soldiers; in 1911 you had 547 vacancies, and only one per cent. filled by ex-soldiers; in 1912 601 vacancies, and 2.6 filled by ex-soldiers. Why should that be?—There is no reason, except that we do not attract them.

457. Mr. STARKIE.—Is not the band largely recruited from the army?—It was, I think, at one time largely so recruited, but now we have a great many men who joined as constables.

458. Mr. HEADLAM.—You have no objection to taking ex-soldiers provided that they fulfil your regulations?—Provided that they possess the requisite qualification. We require an "exemplary" or "very good" character.

459. You do not think you could give information about the age of recent candidates, whether they have been taken younger or older?—Would you wish me to name any period?

460. Well, the second half or first half within the limits?—It is usual to limit information to a period.

461. Well, since candidates began to fall off. How long ago that was I should like to know?—It is very difficult to say, because it is to a large extent the result of the using up of the balance, and also there are various factors. You see the strength of the Force was altered at certain times. It has now remained at a fixed strength for a number of years, and consequently there has been a steady drain, so that the slightest falling off is noticed; any falling at all is noticed at the present time, because we have no balance.

462. You gave up recruiting for two years?—Yes.

463. And the supply did not come on after that?—Well, there was a very large supply then, because the Force was increased. But if you wish for a return as to the ages in any particular year as compared with any other year it can be made out.

464. I would not trouble you to make a return, but I should like you to look through the matter, and see if there is any distinct difference in the last year in the ages at which you take them in?—I do not think that there is any marked difference.

465. Well, if you would not mind looking through it I should be glad?—I will.

466. Mr. STARKIE.—When did the recruiting recommence after the cessation of two years?—I think it was in 1906; there were only 52 recruits in 1904 taken; in 1905 there were 196; in 1906 there were 615, and in 1907, 1,222; and then in 1908 the strength of the Force was fixed, and the present strength is 10,250. In 1906 it wasted down to 9,500.

467. The CHAIRMAN.—Now perhaps you will tell us something about the other branches of the service at the Depot—for instance, the Reserve?—Yes, the Reserve.

468. Mr. Metcalfe explained to us, and I think Mr. Campbell, too, that the Reserve were liable to be called upon to go, if necessity arose, at very short notice, to any part of the country as an extra force?—That is so.

469. Have you any Reserve men in the country at present?—We have, sir, we have 33 men in the country. We have 186 Reserve at the Depot, and the Troop is regarded as Reserve.

470. Are they included in the 400?—They are included in the Reserve. There are 41 men at the Depot now in the Troop. At the Depot 41 and 145, that would be 186.

471. And 33 in the country?—And 33 in the country.

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472. You count the Troop at the Depot amongst the 400 Reserve?—Yes, sir.

473. Taking the number of Infantry at the Depot and the Troop and 33 in the country, what would all that amount to?—224, including 5 in England.

474. Mr. HEADLAM.—What are they doing in England; is it as detectives?—Yes.

475. The CHAIRMAN.—224 as against 400?—Yes.

476. So that the Reserve is short of 176?—Yes; men were transferred from the Reserve, and the vacancies not filled up.

477. In the Estimates and in the use of the Free Quota, you count recruits at the Depot as against a certain number in the country?—I think it is supposed to represent 5 per cent. I think 5 per cent. of the Force is supposed to be in training at the Depot.

478. Then about the band?—The band are included in the Reserve.

479. They are included in these 186?—Yes; they are Reserve, and they are available for all ordinary Reserve duty. They go out on detachment duty when required. As a rule we give them more detachment duty in the winter than in the summer, but in this last year we have been so short of men that they have been going out all the year round, and since the 27th of August the band has been doing duty in Dublin City, and were doing duty till the 5th of this month. When I say the band I mean almost the whole band, with the exception of a few who are engaged on Depot duty.

480. And the next branch is the Troop?—Well the Troop might be divided, I think, into three sections roughly. We have the Troop at the Depot, which is a training establishment. We train all our young horses as we train our men, and at present we have 6 recruits and 14 horses in training, and when a man becomes effective he remains at the Depot—that is, when we pass him as effective he remains at the Depot until he is required to be sent out to fill a vacancy in the country. Then there is another branch consisting of the men who are on actual mounted police duty in the cities of Belfast, Cork, Limerick, Derry and Waterford. That amounts to 56 men and 54 horses. They are available for ordinary police work.

481. Are there any more mounted men except these in those counties that you have just mentioned?—No, sir.

482. Are there any in the headquarters?—No.

483. Or in any large town?—No, except those who are employed in the country for transport duty. What we call transport work is driving transport cars in places where, through local circumstances, the police cannot employ cars, or where they have so many cars to employ owing to disturbance or the nature of the locality that it is advisable to have a police car which is always at hand.

484. How many of these are there?—There are 35 cars and 35 horses. Those men are employed in disturbed counties or where there is some special work to be done in connection with agrarian troubles or troubles of that sort. They are employed in Clare, Galway (both Ridings), Kerry, Mayo, King's County, Rosecommon, and Wicklow, and we have a certain number of transport cars at the Depot ready to be sent out at a moment's notice to any place where there is trouble.

485. Mr. HEADLAM.—And if Clare became quiet to-morrow, you would have them back here?—We would have them back; yes. The troop is a sort of a nucleus. Well, so far as mounted police duty is concerned, the Troop at the Depot, small as it is, supplied 10 men for duty in Dublin City. There were 10 men on duty from the 27th of August, 1913, to the 10th of December, 1913.

486. Under ordinary circumstances, with what frequency is the Troop now engaged outside the Depot?—

Well, not often. The mounted police are used occasionally, of course, in Belfast, and, I think, once or twice in Derry this year; and I am not aware of how often it has been used in Cork. When there are strikes, of course, they are used for escorts.

487. Now is there any other branch in connection with the Depot that you would like to tell us about?—Of course, there is the Depot Force in addition to the Reserve. The Depot Force includes the training staff, drills, and instructors, and one or two others who are necessary in the running of the machine.

488. Mr. HEADLAM.—They would not be constables; they would be sergeants, I suppose?—Oh, different ranks.

489. Have you constables in the training staff?—At the Depot, yes. I do not know that there is anything else you wish me to give evidence about.

490. The CHAIRMAN.—Then the Store?—There is the Store.

491. Does all the clothing for the Force pass through that Store, or does it come direct?—I think the clothing for counties goes direct from the contractor; but the other stores go from the Store, such as arms and ammunition.

492. Do they go from the Depot?—Cloth is also passed through the Store which is tested and measured and sent to contractors to be turned into uniform.

493. Mr. HEADLAM.—The Store is at the Depot, is it?—Yes.

494. You have got a cloth-testing place?—Yes, and an expert, Mr. McDougall, who comes over at times.

494A. There is one member of the Depot staff that I think I might mention to you, and that is the Head Constable Major. The Head Constable Major, in the year 1848, drew £70 a year pay, that is £10 more than the senior Head Constable. In 1860 he was still £10 better off. In 1866 he drew £80 4s., that is also £10 better than the first class Head Constable. In 1870 he drew £90 a year compared with the first class Head Constable's £76 14s. In 1872 he drew £104, as compared with the first class Head Constable's £91; but in 1883 the first class Head Constable overtook him, and they both drew £104, and they continue to draw £104 a year pay since 1883?—Well, the Head Constable Major is supposed to be the senior Head Constable of the Force. He takes rank before every other Head Constable; he is a man of great importance to the Depot; he is the link between the Adjutant and the staff of all the different departments, yet, as a matter of fact, he gets no allowances and he draws considerably less than a number of the instructional staff who are under him.

495. Mr. STARKIE.—He draws his charge allowance?—He draws charge allowance—two shillings a week. The only perquisite he has is the charge allowance which is drawn by others as well, and he is not liable to lodging deduction. I think he has been forgotten.

496. In the year 1866 he drew the same pay as a first class Head Constable?—I think the first class Head Constable's pay in 1866 was £70 4s. 6d.

497. But there were 12 on the extra rate, and the Head Constable Major drew the same pay as the 12 Head Constables who were on the same rate?—Well, I am not sure of that.

498. Mr. HEADLAM.—Tell us what his duties are?—He has practically the same duty as a regimental Sergeant Major in the army. He is the principal non-commissioned officer at the Depot.

499. He is not a survival of the old organisation, and when he retires his place will be filled?—His place will be filled. He is the first man on the staff; he is supposed to be thoroughly acquainted with everything that goes on, all the details of Depot work, and all the men, and he will be able to put his finger on any man that he requires at any moment. He is the link between the Adjutant and the different departments.

500. Mr. STARKIE.—His rank was specially mentioned in the 1901 report for the charge allowance?—Oh, really. I did not know that.

Head Constable MICHAEL LANNIN examined.

501. The CHAIRMAN.—Where are you stationed?—In the town of Cavan.

502. How long have you been quartered there?—About 14 months.

503. And how long have you been head constable?—About 16 months.

504. What is your service in the Force?—31 years and 9 months.

505. Perhaps it would be interesting to know exactly the periods of service in which you got your several promotions?—I was first promoted to the rank of acting sergeant at 11 years and 4 months, on the competitive system.

506. In what county was that?—In Kerry, sir.

507. How long were you acting sergeant before you became sergeant?—Two years and three months.

508. You still remained in Kerry?—No, sir, I was transferred from Kerry to Rosecommon on promotion.

509. As a sergeant?—As acting sergeant. The system was to take promotion with transfer or remain in the county, and I took promotion with transfer at my own expense.

510. You could have remained in the county?—Yes, and it might be a year.

511. How long were you acting sergeant in Rosecommon until you became sergeant?—Two years and three months.

512. And did you still continue to serve in Rosecommon as a sergeant?—Yes, for almost 19 years as acting sergeant and sergeant.

513. Then you went up for examination for head constableness?—Yes, called up on seniority from Rosecommon.

514. That was not competition?—No, sir; but it was a qualifying examination. I mean, of course, I may add, that I was a competitor, but did not succeed in getting a place.

515. But that did not stop you?—No, sir; I just came on then and got up on seniority.

516. Now, you have been selected to represent the views of whom?—Of the head constables of Ulster, except, Belfast. There is a head constable from there.

517. Perhaps you would just tell us, and you need not be in any hurry about it; but just tell us in the order of importance, so far as you see, the various points which you have to put before the Committee?—Yes, sir. Well, the first point I have to put is that we demand an increase of pay of at least 25 per cent. to be added to our present pay, owing to the increased cost of living.

518. Are you a married man?—Yes, sir; I have seven in family.

519. And have you accommodation for the whole seven in barracks?—No, sir; two of my children are stopping out; they are over 16 years of age, and I have to take lodgings outside for them.

520. Now, you say the first thing is that you represent the views of the head constables of Ulster, and that they wished to get an increase of 25 per cent. over the present rates of pay?—At least 25 per cent.; that is owing to the increased cost of living.

521. Then have you any general information, apart from your own experience, of the cost of living?—Yes; I have an average list of all the prices in the counties of Ulster showing what the various prices are, and that they have increased from one period to the other, and I can hand that in.

522. We would like as much as possible on the notes. You say you can give us figures showing the increased cost of living?—Yes, sir.

523. Now will you proceed?—Well, I take, for instance, flour. I have my own experience of that, and in the year 1901 I could purchase what they call a hundred weight of flour, that is an 8 stone bag, for 10/6, and at the present day I could not get it less than 13/9. Now I take bread; at that time I could get a 2 lb. loaf of bread for 2½d., and at the present time on the average in the County Cavan it is 3½d. Or take beef. At that time we could get it at contract price for about 6½d., that is, dealing through the whole year for small quantities with the butcher, and at the present time in the town of Cavan I could not get 1 lb. of beef for less than 9d. Well, mutton; I could get 1 lb. of chop in 1901 at 7d., and at the present time I

could not get it under 9d. per lb. in the town of Cavan. Bacon I remember you could buy at 7d. for 1 lb. of it, well-saved Irish bacon, and in the present day the average price of that in Cavan is 1/1 a lb., and even if I was getting a pound of rashers I could not get bacon under 1/2. Or take fresh pork. I remember buying pork steak for 5d. in 1901 or 1902, and at the present time in the town of Cavan you could not get a pound under 9d. I have seen it selling in the market at 8d., alive standing in the market. Take potatoes now. I remember buying them for 3d. a stone, that is 2/- a hundred weight, or at most 2¼, and at the present time in Cavan it might be a chance to get a stone in the market for 6d.; but if I got them at the green grocer's it would be 8d. I have never got them less at the green grocer's than 8d. Take butter. I have frequently bought it for 9d. and 10d. a lb. in the years 1901 and 1902, and at the present time in Cavan it is exactly from 1/- to 1¼, and I have paid 1¼ for creamery butter sold in the shops. Since the creameries have been started they have actually cleared the markets of any butter at all, and that is the principal cause of the high price in butter. Now I will take milk. I remember getting that frequently at 2½d. per quart, and at the present time it is up to 4d. a quart in Cavan. It is 2d. a pint.

524. Mr. STARKIE.—Is the high price of milk also due to the creameries?—Well, probably a good deal if it is due to that, because most of the milk is sent to them except by a few parties, and consequently they combine together. It is somewhat cheaper in the summer; but in the winter months there is no possible chance of getting it cheap. Now I will take eggs. Well, in 1901 or 1902 they were about 9d. a dozen on the average throughout the whole year. Well, at the present time in Cavan they are between 1¼ and 1½ a dozen, and frequently also they run up to 1/8.

525. Mr. HEADLAM.—Why has the cost of eggs gone up?—Well, they send them away, and especially the majority of the creameries have a co-operative system, and they buy the eggs up there. I will take fowl. I frequently remember buying splendid fowl at 8d. in Cavan, and at the present day in Cavan you would not get that fowl under 2/6 or 2/-. I will take fuel. The price of coal about the year 1901, the latter end of it, was £1 4s. Well, at the present day the average price in the County of Cavan is £1 15s. 6d. I am paying at present in the town of Cavan 1/7 a hundred weight, that is 31/8 a ton, and in the outside towns it is 5/- more for cartage.

526. The CHAIRMAN.—Has that great increase in the price of coal arisen quite recently as a result of those strikes?—Well, sir, those labour strikes and the shipping have evidently had something to do with it.

527. And the extra price has been taken off?—No, sir, it is there still.

528. Mr. STARKIE.—Has the price of turf gone up in Cavan?—Yes, this year. A load of turf used to be 3/6, and at the present time it is 7/-. There is no place nearer Cavan than 7 or 8 miles where it can be got, and I think it is practically very little used there; but poor people have to pay that for it, and it is practically double the old price.

529. The CHAIRMAN.—Now as to house rent?—I take house rent. In 1901 and 1902 you could get a good house for £11; but at the present time the average rent for a house of that description is £17. We have two men living in the town, one the County Inspector's assistant clerk. One man has to pay 4/6 a week, and the other man 6/-.

530. What is the accommodation for that?—Well, they are only ordinary houses. They have a kitchen and sitting-room underneath, and two bedrooms and a very small yard. That is all the poor accommodation, and there is not either a bathroom or any of those sanitary necessities.

531. Mr. STARKIE.—Are they old houses?—Well, they are; I believe they are built for a considerable number of years.

532. The CHAIRMAN.—Well, I suppose, in a respectable locality in the town of Cavan good houses can be got?—Well, a policeman could not get into a good house; they are above his reach. In the best part of the town the houses are £22 and £24 each. We had the County Inspector's Clerk and he could not live there, as he was paying £18 for a house and £2 rates.

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Head Constable MICHAEL LANNIN examined.

[Continued.]

533. Mr. HEADLAM.—Why has the house rent gone up? Is it because of an increase of population in Cavan?—No, sir; but the landlords have fixed the prices for themselves, and the cost of building materials has increased.

534. The population has not increased?—No, sir; but, of course, the business people are fairly comfortable, and it is a good business town.

535. New houses have been built?—Oh, yes; but they are built by the Urban Council for the ordinary working-classes.

536. Have you made any comparison of prices between 1903 and 1893 or 1883?—I did not; but I remember those years myself from my experience. I remember 1896 was a far cheaper time, but I think 1883 was a fairly dear period.

537. The CHAIRMAN.—You say it was a fairly dear period?—I think so, sir, as well as I remember. Prices would be fairly dear at that time.

538. You think that 1896 was cheaper?—I think so, sir.

539. Now, would you come to any other point?—Well, sir, I would now come to another point. Paraffin oil we could get for 6d. or 7d. before, and at the present time we can't get it under 10½d. a gallon. Of course, I have various prices from all the Ulster counties; but in fact there is very little difference in the percentage of increase. Take oatmeal, it was actually about that time 1/6 a stone and now 2/1 in the town of Cavan.

540. I see you had another article, boots?—Well, I can give my own experience about that. The time that I joined the Police, or some years after, I could get a pair of boots for 12/- or 13/-. and our present price is 17/6, and some of the men have to pay as much as 18/- for them. That is owing to the price of leather, which has remarkably increased, and the price of labour. Some tradesmen have increased their wages.

541. Are those boots English-made or Irish-made?—Oh, no, they are Irish-made, and they are 17/6. That is what the men have to pay for them at the present time.

542. Mr. HEADLAM.—You say wages have been increased in Cavan?—Oh, yes, sir.

543. Can you give any facts about that?—Of course, I know the ordinary labourers' wages have been increased.

544. Well, now, what about the men on the railway? Are their wages raised?—Yes, I know it to be a fact that at present it is in contemplation by the Midland Great Western Railway to increase their employees' wages.

545. What were the wages raised by?—I did not hear what it was, but I think that the booking-clerk has 25/- or 26/- a week, and I think he expects an increase on his present wages.

546. The CHAIRMAN.—Now, I see in the memorial signed by you that you say it is a well known fact that every married man in the Constabulary is in debt?—Any man with a large family is heavily in debt.

547. Do you know that as a fact?—I know that married men have been dealing on credit, and so long as they are stationed there they pay a certain amount, but practically they would be never clear of the debt, though they would never be refused so long as they are stationed there. A trader will supply them so long as a man is paying a certain amount. I believe myself several married men stand in that position.

548. You don't know the particulars?—I don't know the particulars.

549. But that is your impression?—That is my impression, because I can give my own case as a concrete case. I know the position how I stand with my pay and liabilities that I have to meet, and I have a list made out here which you can examine and see.

550. Of course, we will hear anything you have to say, but I do not exactly propose to go into your affairs?—But really, sir, I may tell you that if I did not save in my earlier years I practically could not live on my pay at present.

551. What service had you when you married?—I had twelve years exactly, and I was able to save some money and I actually also got some money with my wife.

552. Mr. HEADLAM.—What is your salary now?—£97 10s.

553. And allowances?—Yes, my allowances. Of course, I have £5 4s. charge allowance, and, of course, I have 2/8 between boots, straw and arms.

554. Mr. STARKIE.—What is the charge allowance?—£5 4s., then arms and straw, 6/-.

555. And boots?—Boots, £1 6s.; that is, £104 6s. I have deductions against that.

556. Mr. HEADLAM.—In addition to that there is the value of uniform?—Yes, sir, uniform is free.

557. It saves you a certain amount in clothes?—Yes.

558. The CHAIRMAN.—Have you any fuel allowance?—No, sir; there is none for married persons. The fuel allowance is only for the use of the day room and general office.

559. Mr. HEADLAM.—And kitchen?—And kitchen.

560. And the officers?—And the officers. The ordinary allowance for the men is only for the day room and kitchen. I have deductions now, sir, from that.

561. What is that?—Barrack rent, £2 12s., percentage on pay, £1 10s. 3d.

562. Mr. STARKIE.—That only applies to a certain number of men?—Yes, men who joined before August, 1883. I pay for the Queen's Jubilee Fund 4/4. Between the barrack servant and her insurance it is £1 13s. on me annually.

563. The CHAIRMAN.—The Jubilee Fund?—Yes, I pay 4/4 towards the widows and orphans, it is supposed to be a voluntary fund; and there is a barrack servant that I pay £1 13s. for in the year.

564. That is more a matter of domestic expenditure. We only want now the official deductions?—Well, I must pay the barrack servant 2/6 monthly. This is for the cleaning of the barracks.

565. Mr. HEADLAM.—What do you pay?—I pay between insurance and cleaning the barracks at the present time £1 13s. in the year towards the barrack servant. We have actually to keep two of them in Cavan.

566. The CHAIRMAN.—Of course you use the kitchen?—Oh, no, sir, I have a kitchen of my own; they never come near my apartments, nor do my family ever go to the men's part of the barrack at all.

567. The barrack servant has nothing to do with you?—Nothing at all, except that I have to see that she cleans the barrack.

568. That reduces you to how much?—To nearly the same thing without the other allowance, leaving me at £98 6s. There is 3d. that goes to meet wear and tear and mats and brushes. Each man has to contribute something. It may amount to shillings.

569. As the occasion arises?—As the occasion arises.

570. Mr. HEADLAM.—You are personally very well off as regards house accommodation. You get for £2 12s. what some people pay £17 a year for?—Yes, they pay between £11 and £17 and I have to pay 10/- a month for my children in lodgings outside.

571. That is out of the house?—Yes.

572. Mr. STARKIE.—What do you pay for the children?—10/- for a room, 10/- a month.

573. Then you speak of the education of the children?—Of course, when I speak of that, it is most important to us. We have no means of getting education for our children, and in these small towns we cannot educate our children, except we send them away to where there are good schools.

574. Mr. HEADLAM.—Are there good schools in Cavan?—No, sir, except for boys; the schools for girls are not too good, and, in fact, the school there is not able to fit a child for the Civil Service.

575. Now, about sending them to business?—I thought to apprentice one of my girls to a milliner, and I was actually refused, and it was not any personal thing towards me.

576. It was a matter of politics?—Oh, I would not say that, but it is a matter of custom. Of course, these people want to get as apprentices the children of people who have a lot of friends, and that child will be the means of bringing them custom, but a policeman's child is practically of no use to bring them custom, and that is the principal reason.

577. Now the next point is that your pensions should be calculated on your pay and allowances?—

24th February, 1914.]

Head Constable MICHAEL LANNIN examined.

[Continued.]

Yes, and all allowances we receive should be made pensionable.

578. Do you mean those allowances you have mentioned?—Yes, those allowances mentioned as such here, clothing allowance, charge allowance, boot allowance, and, of course, the usual allowances that we are actually given.

579. Mr. HEADLAM.—Your chief claim is made on the ground of the increased cost of living?—Yes, we simply want to be placed in a position that our pay would be increased in proportion to the increase in the cost of the necessities of life, and we believe that that would be at least 25 per cent. increase on our pay.

580. On account of the prices of the necessities of life?—And owing to the standard of living

581. You put it on the standard of living as well as on the prices of necessities?—Yes, owing to the standard of living that the country people have assumed.

582. And it is the standard of living as well as the price of necessities, because there was a Committee the other day, as you may have noticed in the papers, a Committee of the House of Commons, and they reported on that very point. A Select Committee of the House of Commons said that they found that the postmen were reluctant to base their claim to increased wages mainly on the increased price of necessities, because the acceptance of this principle would involve a reduction of wages on the fall of the cost of provisions?—What I want to illustrate and explain is, that as regards the standard of living I knew the country farmers at one time to be content with very humble fare, but they are practically not a day without meat now, and even the labouring men are actually better cared and looked after so far as their maintenance is concerned, than the ordinary policeman.

583. The CHAIRMAN.—What is the wage of an ordinary labouring man now?—At the present time up to 2/- a day and his diet.

584. That is where he goes to work in a farmer's house?—Where he goes to work in a farmer's house.

585. But I mean the day labourer?—That is where he goes for the day just.

586. What does he get about the town of Cavan?—Two shillings; he gets 2/-, and perhaps some of them 2/6.

587. Mr. STARKIE.—Have they got hiring fairs about Cavan?—They have.

588. How are the wages going?—The wages at the last hiring fair were from £11 to £12 for the six months, and they claim so many holidays, so many days off.

589. How does that compare with ten years ago?—Oh, it is a wonderful advance; it is practically double so far as those boys and girls are concerned. They demand £22 a year, and formerly, I remember, as a rule it was £12 or £13 for the year.

590. The CHAIRMAN.—Is this six months or twelve?—Six months; they won't hire longer than six months.

591. Is there a difference between the summer and the winter?—It is practically the same wages; of course his hours won't be as long in the winter as in the summer.

592. The hiring fairs are May and November?—Yes, May and November; in November we had the last one.

593. And the hiring is generally for six months?—Yes, sir.

594. Mr. HEADLAM.—The labouring man gets 2/- a day?—Yes, and 2/6.

595. And does he get anything in addition to that?—Oh, yes, they have houses built for them; the Urban Council give them houses at a small rent.

596. The CHAIRMAN.—What is the rent of the Urban Council houses in Cavan?—Generally 1/6 a week, up to 2/-.

597. Mr. HEADLAM.—Are there enough for all the applicants?—Well, they have built a large number of them, but some of them are still in the old houses.

598. Mr. STARKIE.—What does a labourer pay for a labourer's cottage in the country?—I think it stands him about 1/- a week; some of them might be 1/2, and they have a good acre of land attached to them.

599. Mr. HEADLAM.—Then the labourer gets it, for which he pays 1/- a week?—Yes.

600. And his pay is 14/- a week?—Yes, and in the hay season, and harvest seasons, they get higher wages.

601. Taking the year all round it would be about 15/-?—Yes, about 15/- or 16/-.

602. Mr. STARKIE.—As regards those men who are in debt, how far would they outrun their income in the year?—Well, were it not that I have a reserve to meet requirements it would leave my income short £24 a year; it would take £24 to meet my demands at the present time.

603. Is that annually?—Annually; one that I have to meet is boots and clothing, and it takes actually my whole pay to meet the necessities of myself and my family. There is another matter I would wish to mention that the head constables mentioned to me, and that is—they requested that as a rule promotions should be made from the ranks to the District Inspectorship.

604. Mr. HEADLAM.—Instead of half?—Yes, and also that the rank of third class District Inspector should be moved into the second class in order to give promotion, and that the head constable's pay be increased, which, they allege, is practically at a stand for the last 42 years, with the simple addition of 8/-.

605. That would increase the number of second-class District Inspectors?—Yes; there are only practically 14 or 16 in the third class already, and they have at the rate of £125 per year, and the head constable's maximum is £104, and practically there is no way of advancing so long as they are at £125, and they ask that the third class District Inspectors should be advanced into the second class.

606. The CHAIRMAN.—Do they contemplate that that number should be absorbed. Well, that is the conclusion, sir, that they bid me to represent.

607. Even if they were promoted immediately, do they contemplate that those fourteen should be absorbed, and that there should be fourteen less District Inspectors?—No, they would not ask the number to be done away with, but to advance into the second class rank, and that that should be open to them from where they stand.

608. Mr. HEADLAM.—You want to increase the number of second class District Inspectors by the number of third class?—Yes.

609. So as to give an opportunity for the head constable's pay to improve?—Yes.

610. You were talking about education. Do you mean education suitable to the children of men of your position?—Yes.

611. There is already education of a sort?—Yes.

612. You want a better education than that which is provided in the National school?—Yes, because I believe that the National school at present is not able to fit a child for the Civil Service.

613. Mr. STARKIE.—What you want is a secondary school?—Yes, a secondary school, and there is no suitable secondary school in Cavan.

The Committee adjourned until next day.

SECOND DAY—WEDNESDAY, FEBRUARY 25TH, 1914.

At No. 5, Upper Castle Yard, Dublin.

Present:—The Right Hon. Sir DAVID HARREL, K.C.B., K.C.V.O., I.S.O. (Chairman); Mr. MAURICE F. HEADLAM, Treasury Remembrancer; Mr. ROBERT F. STARKIE, R.M., and

Mr. JOSEPH BRENNAN, *Secretary*.

Sergeant ROGER O'DONNELL examined.

614. The CHAIRMAN.—Where are you stationed?—Cappamore, County Limerick.

615. How long have you been stationed in that county?—Nearly eight years.

616. What is your service?—Twenty-six and a half years.

617. And how long have you been a sergeant?—Six and a half years.

618. At what age did you join the Force?—Eighteen.

619. You are the son of a former member of the Force?—I am, sir.

620. Did you receive your promotion by special examination?—No, sir, off the ordinary list.

621. Now, I won't ask you questions unless you wish, but just allow you to proceed in your own way to make the case that you desire to put before the Committee?—Very well, sir.

622. What do you represent?—I represent Munster, the Munster sergeants, in company with another man. There are two of us.

623. There are two sergeants' representatives from Munster?—Yes. We ask, sir, an increase of pay commensurate with the increased cost and standard of living, and proportioned to the increase granted our fellows in other walks of life, or at least 25 per cent. on our present salaries.

624. Now, are you going to give particulars?—Yes, sir, if you wish.

625. We do?—Well, as regards the increased cost of commodities, take bread first. I have the averages here from the Counties of Cork, Clare, Kerry and Limerick, and I made an average from all that lot. I got the particulars from those counties, and I made an average of the lot. Now, bread. In 1901 the average was 4½d. for a 3 lb. loaf; in 1913, it was 6½d., an increase of 2d.. Irish bacon in 1901 was 7½d. a lb., and in 1913 was 1/1½, an increase of 6d. a lb. Now, foreign bacon in 1901 was 6¾d., and now it is 9¾d., that is, 3d. of an increase. Beef in 1901 was 7d., and in 1913, 9½d.; that is, 2½d. of an increase. Potatoes 4d. in 1901, and in 1913, 7d.; an increase of 3d.

626. Mr. HEADLAM.—7d. per stone?—Per stone. Then butter was 9½d. in 1901, and the average now is 1/2½, an increase of 5d. Oatmeal per stone 1/10 in 1901, and now 2/1, an average increase of 3d. Candles per lb. 2½d. in 1901, and in 1913, 3d., an increase of ½d. Soap, 2½d. a lb. in 1901, and in 1913, 3½d. Sugar varies very little. I have 2/- in 1901, and 2/1 in 1913, an increase of 1d. (that is according to the quality, I expect). Tea, per lb., 2/4 in 1901, and they say that they do not get the same quality of tea now unless they pay 2/6; that is an increase of 2d. Eggs were 9½d. a dozen in 1901, and they are now 1/3. Oil, 7½d. in 1901, and now 10d. Flour per stone, 1/3 in 1901, and now 1/9, an increase of 6d. Coal, per ton, 19/11 in 1901, and now £1 11s.; an increase of 11/1. Police boots, 13/- in 1901, and now the average price is 17/6; an increase of 4/6. Well, I make out from the statistics I have got that woollen goods have gone up 30 per cent., cotton stuff, 33; and rents 25 per cent.; an average of 37 and eleven ninetieths per cent., or a depreciation in the purchasing value of £1 of 5/10½.

627. Mr. HEADLAM.—Are those figures for the whole of Munster?—That is practically for the whole of Munster, except some stations in West Cork.

628. Mr. STARKIE.—Cork, Clare, Kerry and Limerick?—Cork, Clare, Kerry and Limerick, and some of the stations in West Cork.

629. The CHAIRMAN.—Now, you have taken the averages from the returns that were given to you from these various counties?—Yes, sir, I have developed them here.

630. By whom were they collected in those counties?—By the police, sir. Of course, in a lot of these there are tradesmen's bills signed by the tradesmen. Here is one from Tipperary. As a matter of fact I haven't it in the list at all, I only got it last night, or ere last night:—"Increase of prices in bacon from 1901 to 1913, 25 per cent." That is from Mr. James Darcy & Sons, Tipperary. Increase of price of butter, 1901 to 1913, 22 per cent. That is signed with signature and all. Here is a bill of Tyler's, he is a general dealer throughout Ireland in boots, machine made boots. His price in 1901 for police boots was 10/6, that is for a certain class of police boots, and for similar boots in the present year, 12 11, an increase of 2/5.

631. Do the Force, as a rule wear these boots of Tyler's, are they worn to a great extent? Oh, they are. Tyler has branches all over Ireland, and you might find a police boot in Tyler's shop and not in another shop.

632. But, of course, you get these too, locally?—Oh, we do, sir.

633. And which are most used, Tyler's or those made locally?—Well, I should say that Tyler's are the most used, and I will tell you for this reason that a man with a small salary when he wants a pair of boots cannot go to a shoemaker and buy a pair every time. Sometimes he can, and sometimes he cannot.

634. I want to know whether local shoemaking as a trade is as general as it used to be, or whether machine made boots are more used now than formerly?—Well, now, I would not like to give an opinion on that myself. I use machine boots myself. That is the way to say it. You will get some other body that will, perhaps, go better into that. Then there is a bill for coal here from Sutton. The price of coal given by Sutton in the year 1905 for five hundred weight is 6/3, and in 1913 for the same quantity 7/3.

635. Where was that Sutton bill for?—Tipperary. I have also the following bills from Callaghan's, Kilrush, who are drapers. If you wish I will read them out.

636. As many as you like yourself?—Very good, sir. The following are some of the advanced prices in drapery for the past five years:—Tweeds advanced 7½ to 10 per cent.; navy coatings, 7½ to 10; cotton goods, calico, 30 per cent.; flannelettes, 10 to 12 per cent.; dress goods, 12½ to 16; blankets and quilts, 7½ to 15 per cent.; shirtings, 7½ to 10 per cent. That is signed by Callaghan.

637. You had not anything there about underclothing?—Of course, they are all included under the head of cotton goods, and there are shirtings here, too.

638. Mr. HEADLAM.—Have you got figures about rents?—It is said that rents have generally increased throughout Munster 25 per cent.

639. The only account of rents that you have got is that they have gone up?—Now, 25 per cent. higher is a general thing in Skibbereen.

640. The CHAIRMAN.—Who gives that?—I got it from Skibbereen, from a policeman who represents us down there.

641. Are you a married man?—I am, sir.

642. Are you living in barrack or outside?—I live in barrack.

643. Your family live in barrack?—They do, sir.

25th February, 1914.]

Sergeant ROGER O'DONNELL examined.

[Continued.]

644. I only ask that because you would not be as good a judge of house rent as some others who pay it?—Well, I have not been always living in barracks, only seven years, and I am married much longer than that.

645. When you did leave, did you take rooms or a house?—In some cases I had a house; it is according to the locality; I would have rooms sometimes.

646. I want to know did you ever pay rent?—I did, sir.

647. What did you pay?—I paid in one case 18/- a month for rooms, and on another occasion I paid 4/3 a week for a small house.

648. Mr. HEADLAM.—How many rooms in that small house?—Three and a small kitchen.

649. I ask because the Board of Trade Return figures for Rent in Cork do not seem to have altered between October, 1905, and May, 1912. The figures they give here are:—Houses with two rooms, 1/6 to 2/- in October, 1905, and the same figure for May, 1912. For three rooms 3/- to 4/- in October, 1905, and the same figure for May, 1912. For four rooms, 4/6 to 5/6 in October, 1905, and again the same figure for 1912. Five rooms, 6/6 to 7/-, and the same figure in 1912?—Those Returns are taken from cities, and, of course, they cannot deal with small places in the country which is a matter of much greater difficulty.

650. Mr. STARKIE.—What is the house rent paid in Cork West Riding at present?—I could not give you the figures, but I believe it to be £15 a year in some of the towns. I could not give you the exact figure, but I believe it is up to £15 a year.

651. The CHAIRMAN.—At any rate, all the information you can give us at present 's that a man in Skibbereen gave you a return that rent there is 25 per cent. higher?—25 per cent. higher. Now, about my own weekly outlay. I can give it to you in the aggregate, I won't go through the items. Including charge allowance my salary is £1 14s. a week, and I have to deduct from that £1 13s. 9d., leaving me a balance of 3d.

652. What do you take that £1 13s. 9d. off for?—For housekeeping expenses. I would also like to put in my Post office book here, which shows a very small account, and it shows that in place of depositing, the last eight consecutive entries there are what they call "on demand."

653. In putting this in it is entirely at your own discretion?—I just want to show it for your information. I would prefer to keep it, as of course it is my own private affair, but, on behalf of my comrades, I wish that this should go in, that the last consecutive eight entries in that book are "on demand," and shortly there will be no book.

654. Mr. STARKIE.—You say that 3d. was left after all deductions?—I make out that my salary, what comes into my hand each week is £1 14s.

655. In connection with the service?—Yes. Well, of course, looking for this increase we put forward a few points. The first is that we must depend on our pay alone to cover all our expenses, because we cannot keep a cow, nor can we keep fowl, nor a pig to fatten; and we cannot in any way supplement our incomes by any industry, none whatever. The labourers in most cases around us are in much better circumstances, for when their work is over there is no restriction placed on them to help their house-keeping by other industry. They have cheap houses that the Guardians provide for them; they are among their own friends or relatives, and they are not compelled to keep up family appearance as we are, who are distant from our relatives either in sickness, trouble, or death. Now, I have given you that. The number of resignations shows quite plainly that when young men realise their position they do not care for the police. I have been eight years in charge of a station. During that time eight men presented themselves as candidates, but only two passed owing to their poor standard. On one occasion I asked a promising young man to join, and he declined. He became a railway porter at 15/- a week. That was six years ago. He is now a stationmaster at about 33/- all told. He has nearly as much as I have for 26½ years' service. That is his wage.

656. Mr. HEADLAM.—Has he a pension?—Yes, sir, when his time is up. His father, I believe, is on

a pension at present. Now, as regards sergeants, of course, our duty is one of the most responsible in the service.

657. The CHAIRMAN.—Isn't the man who rose from porter in six years to stationmaster very lucky?—I will give you his name and address if you wish.

658. I only want to show that that would be a fairly fortunate man, in the railway service?—There is no question about that; but it is a fact, and I can give you his name and address. Now, I think that that ought to be fairly clear to you, the reasons for our asking for an increase of salary. What we ask then is to calculate our pensions on our pay and allowances, the same as is done for officers, and that the pensions be struck on what we actually draw on the date of our retirement.

659. If you were present yesterday that was really prominently put forward, that the pension should be struck on the pay as in the case of officers, that it should be struck upon the pay, and that the average for three years should only be taken where there was a change in rank?—Well, I did not happen to be present at the time yesterday.

660. Mr. STARKIE.—Are you referring to change in rank or change in rate of pay?—Change in rate of pay. Now, for instance, a sergeant has to wait four years until he obtains the maximum pay, and then he has to go three years more before he qualifies for his full pension on the maximum pay.

661. Do you mean that he had to be three years at a particular rate of pay before he could count his pension?—Yes, I would calculate his pension on the rate of pay he was drawing on the date of his retirement. That would make it very easy. No matter what rank or grade you hold you would not have that grade unless you were worthy of it, and, therefore, I would calculate the pension on the rate you are drawing on the date of your retirement.

662. Mr. HEADLAM.—Would you calculate it on allowances?—Yes, sir.

663. Because some Munster men might lose you know. Suppose a man was sent to Belfast and had the Belfast allowance, and then at two years' before he retired was sent to somewhere else. Well, it would be quite easy, sir, to strike a general allowance.

664. But he would lose that if pension was charged on his allowances?—Suppose you could put a monetary value on all allowances, and make the thing general for pension purposes.

665. Mr. STARKIE.—What about the Charge allowance?—If you have a Charge allowance of course you do not get lodging allowance. What I say is, put a monetary value on the allowances.

666. Mr. HEADLAM.—You say that the pension should be calculated on every allowance he had at the time of his retirement?—I would put a monetary value on the aggregate of the allowances and then pension him off on the monetary value of the allowances he is drawing in the rank. Say a man's allowances would be worth £12 a year, then leave it at £12 a year for that rank no matter whether he is in charge of a station, in Belfast or anywhere else.

667. How would you like to deal with a married constable in barracks who was retiring?—Give him the allowance.

668. But he does not get the allowance?—He does not, because he has the misfortune of being confined to a barrack.

669. You would treat him as if he was drawing an allowance?—Certainly, sir, because he is a married man. Now, the reason I ask that the allowance should be calculated in the pension when we retire is this. We are told outside when we seek employment that our masters, the Government, to whom we gave the best years of our life, have already provided for us, and it is not fair that we should be allowed to compete with men not so provided for, such as ratepayers. Then we must of necessity take up such menial positions as others will not touch to keep ourselves and our families from want. Resolutions have been passed by various public bodies to prevent ex-policemen getting appointments, as in the case of the Kerry County Council.

670. Mr. HEADLAM.—When was that?—Some years ago in Kerry.

671. And it is still in force?—It is sir.

672. It was passed some years ago, and it is still operative?—It is. I remember the resolution. I wrote for it, but I did not get it in time to give it in evidence. Now, of the two police pensioners that live in our sub-district, one assists his family by playing on the violin and teaching music and things like that, and the other who has not long lived in the district got a place in the adjoining sub-district where he had to turn into a quarry to break stones.

673. What was his pension?—£53; but he had a large family and they were young, and he could not compete with others for employment, and he had to turn into the quarry. I can give you his name, but I'll give it in confidence.

674. The CHAIRMAN.—Was he breaking stones by measure, or the day's work?—No, sir. There was a chapel building and there was quarrying, and his portion was sledging, not the work of an artisan, but just a labouring man's work.

675. It was not breaking small stones for the purpose of road-making?—Oh, not for road-making; it was quarrying.

676. Mr. STARKIE.—What wages did he get there?—I could not tell you that, but it was actually in the sub-district where he served as a sergeant. Now, we ask also to make all promotions from the ranks; it would stimulate men serving and give them an interest in their profession and give them something to hope for by efficiency and good records; and that there should be promotion just as in other police forces. There is no business man so successful as he that works up to the top by his own energy and industry. We ask an increased lodging allowance for married men, a sergeant to have £15 per annum and a constable £12. It is only reasonable, the way rents are going. Now, we ask also to make adequate provision for the widows, and children under 16, of pensioners who die after leaving the service. Their condition is about the most pitiable of all. They are generally away from home and friends and all that, and there is no provision made owing to the want of sufficient salary to put a little bit by, and these people are in actual want, and it would be only fair and reasonable to make some provision for them.

677. Mr. HEADLAM.—Is there no fund at present or no way in which the families of pensioners who die can get an allowance?—Up to twelve months, I think, after they have left the service they get something, but if it is twelve months and a day or two they get nothing. I think that is the rule.

678. Out of what fund?—Well, that would be out of the Constabulary Vote; and there is the Queen's Jubilee Fund, which is a voluntary subscription of the men, and, of course, it is a small thing, sir, spread over a large area and could not do much good; and generally after some hard work you may manage to get three or four pounds for a child when there might be a family of 4 or 5; the funds are not there to do it; and it is unjust to us to say that our widows would not be in want if anything happened.

679. Is the subscription to the Queen's Jubilee Fund voluntary?—Oh, it is.

680. And is there a regular scale for the various ranks?—There is, sir.

681. And what object is that fund devoted to?—It is to help the widows and orphans of members of the Force who die.

682. Who die in the Force?—Yes, and some of them on pensions. Of course, making special appeals for them might get it for them, too.

683. The CHAIRMAN.—How is this fund managed?—There is a Committee here in the Depot; an elected committee from the rest of Ireland meets in the Depot and manages it and holds meetings twice a year, once every six months.

684. Mr. HEADLAM.—Do you know any service where the widows and orphans of men who have retired have a charge on the service, for I think it is quite a new demand, and I never heard that that was done in the Army or Civil Service or anywhere else?—I don't know.

685. The general thing is that the widows of men who die in the service should have some provision?—Possibly you will have that from some other witness.

686. I never heard that put forward before? Now, we ask for an increased allowance for boots. It is only £1 6s. a year, and we ask for at least £2 owing to the price of boots. Now, with regard to the fuel allowance for office and day room, we ask to have that increased to about £6 and £14, respectively.

687. The CHAIRMAN.—What is it at present?—£3 for the office and 14s. a month, winter months, for the day room, and we ask that to be at least doubled.

688. Mr. STARKIE.—When was that allowance fixed?—A good many years ago, sir, when coal was much cheaper than it is now, but I do not know exactly. I pay 1s. 10d. a hundred weight for coal, and 1s. 10d. a hundred weight, for 8 stone, is a big price for a ton. I have some letters here in a paper published on the 14th of the present month to show you how difficult it is for policemen to get houses.

689. Mr. HEADLAM.—What paper is that?—The *Killarney Echo*; it is issued in Killarney. Evidently some correspondence must have gone on before about these artisans' dwellings about police getting them. They say that all classes, even aliens, can occupy these houses and they deny the police. Of course, it would not give you much of what you call facts to read the correspondence as it is more or less of an abusive kind.

690. The CHAIRMAN.—It amounts to this, that you don't know of any policeman who ever gets one of those houses?—I do not, sir.

691. Mr. HEADLAM.—And, as regards employment of pensioners by the local authorities, do District Councils and County Councils refuse to employ these?—Oh, they do.

692. All through Munster?—All through Munster.

693. And you do not know any instance of a police pensioner being employed by a County Council or District Council?—I do not, sir, I do not; it is almost impossible to get employment.

694. Mr. STARKIE.—Is that due to the fact that they have pensions?—That might be one of the factors in the matter, but the fact of being a policeman at all would be another great factor in it, and unfortunately a class that used to largely employ us in the country are leaving it; they are not there.

695. The CHAIRMAN.—In your experience of men that have left the Force do you find many that return to their native place and have a bit of land?—Oh, it is few, sir; very few.

696. That used to be popular?—Oh, it used years ago. I went to my native town some time ago when I had my 25 years' service completed and there was a small position offering in the Corporation there, and there were two of my school-fellows members, and I went and asked them to assist me to get the job, and they shook their heads and would not touch it. The thing was worth 18s. a week at the time, and I thought I could have some other little industry to help, and that I could get along better than in the service, and I would not get a look in.

697. The CHAIRMAN.—The chief ground on which you base the claim for increased pay is the increased cost of living?—Cost and standard of living.

698. Mr. STARKIE.—You refer to the wages of other workers. Have you any information as regards the increase of wages, if any?—Oh, I have, sir. Take artisans; I have averaged their wages in the County Kerry and the County Waterford and Limerick from statistics I got there, and the average increase is 4s. 11d. to 5s. a week.

699. The CHAIRMAN.—At what scale of wages?—I have not that.

700. Mr. STARKIE.—Four and eleven pence to what?—Five shillings.

701. Mr. HEADLAM.—Is that for agricultural labourers?—Artisans. Now labourers. I have it from two districts in Tipperary and two in Limerick, one in Waterford, one in Kerry, and one in Cork, and the net actual increase of labourers' wages for the seven districts would be 5s. 7d. a week.

702. The CHAIRMAN.—For what time?—From 1901 to 1914.

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Sergeant ROGER O'DONNELL examined.

[Continued.]

703. Mr. STARKIE.—What are the actual wages now?—In each of these districts?

704. Yes?—Well, the average pay is 17s. 7d. a week.

705. They were 12s.?—They were 12s.

706. The CHAIRMAN.—Do you say agricultural labourers?—General labourers.

707. Mr. STARKIE.—What are artisans' actual wages now?—Well, I have not that, sir; I think it is about 36s. a week.

708. Is that artisans, such as masons, painters, carpenters?—Yes, sir. There is another factor about the cost of living here. Now, I have information from Unions here about the upkeep of a pauper inmate. In 1901 in one of these Unions it was 3s. 5½d. and in 1913 it was 4s. 11½d. That is an increase of

1s. 6½d. In the other Union the cost in the former year was 2s. 10d. and last year 3s. 5d.

709. I suppose the working expenses have increased under better treatment of the inmates?—That would be a point in our favour also, sir.

710. Mr. HEADLAM.—There has been no increase in your duties since 1901, you are doing the same work?—Oh, yes, sir, we have had at least 22 or 23 extra Acts of Parliament to study and to look after the duties under them.

711. And those give you extra work?—A good deal, sir.

712. In cases that arise?—Cattle diseases and all that; they occupy a good deal of our time and impose extra work on us.

Constable CHARLES KIRWAN examined.

713. The CHAIRMAN.—You are stationed at Bray?—Yes, sir.

714. How long have you been in the service?—Fourteen years and two months almost.

715. Where has your service been?—In the Counties of Galway (West Riding) and Wicklow.

716. And how long are you in Wicklow?—Seven years next September, in the middle of next September.

717. Are you a married man?—No, sir.

718. Now we should like you to put the points that you wish to bring before the Committee in your own way?—Yes, sir.

719. And we do not want to confine you at all and we do not want to take anything that is unnecessary, so will you just put it in your own way from your papers?—Yes, sir.

720. First of all, whom do you represent?—The Constables of the Counties of Wicklow and Dublin, sir.

721. Now will you put your points?—Well, I am instructed, sir, to ask an increase of 25 per cent. in pay all round, owing to the increased cost of living and the increased standard of living since 1901, and I respectfully submit, sir, that what a man could buy in 1901 for a sovereign he must now pay 25s. to obtain, according to the "Daily Mail Year Book"; and I also submit that inadequate pay is one of the chief factors that militate against a sufficiency of candidates for our Force.

722. You spoke of the "Daily Mail Year Book"?—Yes, sir.

723. Do you know where their information is derived from?—Yes, sir; from the Board of Trade Returns. I have some figures as regards the retail prices in Bray in 1901 and 1914, and with your permission, sir, I will give them.

724. Yes, certainly do so?—Well, beef per lb. in 1901 was 8d. and 1914 10d.; mutton in 1901, 9d. per lb. and in 1914, 11d.; pork 8d. in 1901 and now 10d.; tea, 2s. per lb. and now 2s. 2d. per lb.; sugar, 2d. per lb. and now 2½d. per lb.; bacon 10½d. per lb., now 1s. 3d. (that is Irish bacon); eggs, 1s. 4d. per dozen in 1901, now 2s. per dozen (I may say that they are not that at the present time; they reached 2s., but they are 1s. 9d. now); cheese, 10½d. per lb., and now 1s.; butter, 1s. 2d. per lb., now 1s. 5d. per lb.

725. Mr. STARKIE. Is that Irish creamery butter?—Well, no, sir; it is Danish creamery. You could not use the county butter in Bray; it is very badly made. Now, potatoes were 5d. per stone in 1901, and in 1914 7d. per stone; flour, 1s. 7d. per stone, and now 2s.; bread (the 4 lb. loaf), 5d. in 1901, now 6½d.; milk, per quart, 3d. and now 4d.; coal, per ton, 23s., and now 30s.; so that practically every commodity has gone up in the meanwhile.

726. Mr. HEADLAM.—Where did you get those prices?—From traders at Bray.

727. From a shop?—Yes, sir. It is right to mention that prices there are slightly in excess of the prices elsewhere.

728. You have got them this year, the 1914 prices, not the 1913 prices?—Yes, sir, the 1914 prices. This

is from a butcher, Mr. Murphy, in Tinahely:—Mutton in 1900, 7d. per lb. and in 1914, 9d. per lb.; beef, per lb. in 1900 8d. and in 1914 9d.; tea, in 1900, 2s. 4d. and in 1914, 2s. 8d.

729. Mr. STARKIE.—That is much higher than the Bray prices?—It is in tea, sir; in rural districts of the country the tea costs more. Now, sugar per stone in 1900 was 2s. and in 1914, 2s. 4d.; flour per stone 1s. 5d. and in 1914 1s. 9d.; eggs, per doz. 1s. and in 1914, 1s. 6d.; butter per lb. 11d. and in 1914 1s. 4d.; Irish bacon per lb. 6d. and in 1914, 10d.; American bacon, 5½d. and in 1914 10d.; lamp oil, 8d. per gallon and in 1914 10d. per gallon; candles, 3½d. per lb., and in 1914, 4d. per lb. These prices, sir, are taken from the books of Mr. P. Murphy, Tinahely. Well, coal, in 1900 was 24s. 6d. per ton, and in 1914 31s. per ton. That is taken from Smyles & Co., Tinahely. These are prices of tradesmen given by a contractor.

730. The CHAIRMAN.—Do you mean wages of tradesmen?—Yes. In 1901 he paid stone masons, £1 10s. per week, carpenters the same and plasterers the same. In 1913 he paid stone masons £1 18s. 0d., carpenters, £1 18s. 0d., and plasterers, £1 18s. 0d.

731. Now, that £1 18s. 0d. is arrived at by the hour. What does he say as to that, for they do not pay a daily weekly or weekly wage?—They leave off work at 2 p.m. on Saturdays; it is only a 5½ day a week. They get £1 18s. 0d. a week of 5½ days.

732. Can you ascertain whether that is calculated by the hour or not?—It is just from Mr. Clarke, a builder and contractor in Wicklow; and they are paid for any overtime; any overtime is paid.

733. That is arrived at by so much an hour?—I think it is a fixed weekly wage, sir. Then they are paid so much per hour overtime. I may go on now. We submit that a man's pension should be calculated on the pay and allowances he is actually drawing on the day of his retirement.

734. Would you state what allowances you have in your mind there, what are the allowances?—Arms and straw, boot allowance, lodging allowance to married men, charge allowance, clothing allowance, stationery allowance, fuel allowance for sergeant's office for six winter months.

735. Mr. HEADLAM.—Would you divide that kind of allowance among the men in the station or would the sergeants get it?—Oh, the sergeants get it.

736. That would be counted as allowance to the sergeants?—Yes, sir.

737. Why should he be pensioned on that, for keeping the office warm?—Well, sir, it is only fair that a man should be pensioned on all his allowances the same as in the higher ranks.

738. Isn't it an allowance to keep the office warm?—It does not cover the expense.

739. You think it is like the lodging allowance?—Yes, it does not cover the expenses in some places. My third point is that constables should receive their maximum at 15 years' service, like the majority of English police forces.

740. The CHAIRMAN.—Have you any record of these police forces?—I have, sir; in Bedfordshire the constable receives his maximum at 15 years' service.

741. Mr. HEADLAM.—How many sergeants are there in that force?—I could not tell you, sir, the numerical strength; I have only statistics of pay.

742. The CHAIRMAN.—What is the pay of the constable at 15 years' service?—At 15 years' service his maximum is 27 shillings and five pence. His minimum is 21s.

743. He gets 27s. 5d. at 15 years' service?—Yes, sir.

744. Mr. STARKIE.—Is that after deductions?—No, sir; that is prior to deductions.

745. What deductions are there?—They are generally about 2s. 9d. or 3s.

746. And for pensions 2½ per cent.?—In Glamorganshire a constable gets his maximum pay at 12 years' service.

747. The CHAIRMAN.—What is that maximum pay?—Thirty-three and threepence per week.

748. Do you know when he is entitled to his pension and at what rate, did you make any inquiries?—No, sir, I did not.

749. Mr. HEADLAM.—And you do not know the strength of the force and how many sergeants there are?—No, sir, I do not.

750. If there are fewer sergeants that might be a reason for giving the constable his maximum pay at a fixed date?—I do not know, sir.

751. Mr. STARKIE.—What do you say is the maximum pay in Glamorganshire?—33s. 3d. In most of these forces their scale is under consideration for the past six months, and they may be expecting an increase now. In Herefordshire a constable receives his maximum at 15 years.

752. The CHAIRMAN.—What is the maximum?—29s. 2d. per week. In Liverpool the constable reaches his maximum at 15 years' service, 40s. a week. In Bristol the constable receives his maximum at 15 years' service.

753. And that is how much?—Thirty-five shillings it was, and I understand it is more than that now. In Lincoln the constable receives his maximum at 15 years. It was 33s., and there is a slight increase there, too.

754. Would you give us one or two agricultural counties, for Glamorganshire, you know, is a great mining county?—I have given Lincolnshire.

755. Have you Somersetshire?—No, sir, but I have Devonshire.

756. Then give us Devonshire?—The scale is under consideration; I have not the time when a constable reaches his maximum.

757. But have you got the maximum?—I have; it is 30s. 4d. weekly.

758. Mr. HEADLAM.—You mentioned Bedfordshire? There appears to be 13 sergeants in Bedfordshire and 100 constables.

759. The CHAIRMAN.—I think that you have given pretty fully now various illustrations of your point?—Yes; and our fifth point is that a constable is at his best at 15 years' service.

760. You do not mean that he begins to fall off then, do you?—Oh, no, I mean that he has reached his best. Calculating on the present rate of pay and assuming he has got no promotion, the Irish constable loses £26 during his service by not receiving his maximum pay at 15 years instead of the 25 years; that is, he only gets 1s. of an increase between 15 years and 25 years, and calculating on that he would lose £26. I go on now to the lodging allowance. We ask that lodging allowance to the married men be increased to £12 or £15 per annum. The average for Bray district is high, £19 per annum.

761. For a house?—Yes; of course, house rent is very high in Bray, and that is the average for the district. We ask that the deduction for barrack accommodation be discontinued against single men. The men consider it a hardship to have a deduction made when they are sick in hospital or on detachment duty or in a protection post.

762. Mr. HEADLAM.—What deduction is that?—1s. a week.

763. And if they go into hospital?—Oh, yes, sir, the same as if they remained at the station. If a

man was six months in hospital a deduction of 4s. 4d. a month would be made.

764. The CHAIRMAN.—All the time?—Yes. The men also ask that promotion be accelerated by the compulsory retirement of non-commissioned officers after 30 or 32 years' service. I may say that Mr. O'Connell, the present Deputy Inspector-General, suggested at the 1901 Commission that there should be a limit put on a man's service, say, 31 years.

765. For the purpose of increasing the flow of promotion?—Yes; and they ask that promotion to the rank of acting sergeant should be made in the same manner as is now adopted in the case of promotion from acting sergeant to sergeant, that is, from a general list throughout Ireland rather than a county list. That would expedite and equalise promotion. In the county that I am serving in I may say that the last man who was promoted had almost 23 years' service. The man before him had 24 years' service, and I understand that down in the county adjoining, in the County Wexford, the average is somewhere between 15 and 18 years' service at the present time.

766. You are referring now to the promotion from the seniority list, not by examination or the "P." list?—No, sir, promotion from the ordinary list. When a constable is sent in charge of a station he should receive charge allowance, the same as a sergeant.

767. Mr. HEADLAM.—Is a constable ever in charge of a station?—Yes, sir; and a constable sent out in charge does not receive any charge allowance.

768. Is he often sent in charge of a station?—Not frequently, but he has the same responsibility as a sergeant.

769. Have you known any cases of a constable being sent in charge of a station?—I have, sir.

770. Many?—Well, not many.

771. Mr. STARKIE.—They are temporarily sent in place of the sergeant?—Yes.

772. The constable receives the charge allowance in that case?—No, sir. The constable is in charge of the station temporarily.

773. The sergeant, of course, being away does not receive it?—No, sir; the sergeant goes away on his leave and the constable is sent there temporarily, and the constable does not receive it.

774. The CHAIRMAN.—The sergeant does not receive it?—No, sir, not while he is on leave, and the constable has the same responsibility as the sergeant in charge, and his eligibility for promotion is thus tested while he is in charge. And also we ask, as there is a high increase of late years in the price of coal and oil, that the fuel and light allowance granted to the stations be increased, as it is now insufficient. It is recommended that the allowances be increased to £1 in summer and to £1 5s. in winter; and that the subsistence allowance for a night's absence be increased to 4s. 6d. everywhere.

775. What is it now?—It is now 3s. 6d. outside of Dublin, where it is 4s. 6d. unless you are provided with barrack accommodation. If you are, there is a shilling per night deducted from you. And we ask that men who marry without permission may not be deprived of the privileges of married men during the whole of the rest of their service, as that is considered to be a grave injustice. We would like that the delinquent should be punished and punished sufficiently at once.

776. Well, you know they are punished, the regulations do punish them?—Yes.

777. It is stated that the man is discharged or dismissed?—But I am aware he is not. There are only 28 cases in the Force at present.

778. What is the next point?—Well, we respectfully urge that the duties that we are called upon to perform are of a very increasingly complex character, demanding from each man knowledge of law. Taking into consideration the higher intelligence of the public and the increasing difficulty of these duties involving the exercise of tact, foresight, and discretion in the discharge of duty of this description, we submit that it places our work on a higher level than that of mere manual labour. Our routine conditions are such that a policeman is at a great disadvantage compared with outsiders. The latter have perfect freedom regarding their houses and style of residence.

but the policeman has to live in a house approved of by his superior officers and must maintain a very respectable social standing, more so than his pay enables him to do at the present day. Besides, he must devote the whole of his time practically to the service. We point out that the majority of the police forces of Great Britain have recently been granted substantial increases of pay, although, anterior to such increases being sanctioned, the rates of pay operating in the forces concerned were very much higher than ours. We respectfully contend, sir, that our duties are as varied and arduous and, perhaps, more so than those of the police elsewhere.

779. Mr. HEADLAM.—Have you much night duty?—Yes, sir.

780. How many nights do you have?—About three nights a week, and in support of my contention I may be permitted to state a matter which is taken from the report of the Committee on Irish Finance, dated the 17th of October, 1911, namely, “that the only essential difference between the Irish Constabulary and the Local Police Forces of Great Britain lies in this that, besides having to control the common elements of disorder, the Irish Constabulary have also to contend with two sources of disturbance peculiar to Ireland, or to certain parts of it, namely, sectarian animosities and chronic dissatisfaction with the political status of the country.” Further, sir, the police forces of Great Britain are not infrequently paid extra for any extra duties they perform, such as Weights and Measures, Food and Drugs, the Contagious Diseases of Animals Act and duties under the Explosives Act.

781. Have you had any duties under the Explosives Act?—Well, generally, sir.

782. Have you had any cases in Bray under the Explosives Act?—Yes, sir.

Constable HUBERT HAYDEN examined.

791. The CHAIRMAN.—Where are you stationed?—Portumna, Co. Galway.

792. What service have you?—Thirty-one years, seven months.

793. And what counties have you served in?—Clare, Queen's County, Carlow, and Galway.

794. Are you a married man?—Yes, sir.

795. What family have you?—Six children with me and one away.

796. Have you accommodation in barrack?—No, sir.

797. And you have a house or lodging?—Yes, sir, in the town I am stationed in.

798. How long have you been in Portumna?—Fourteen years nearly.

799. You come here representing the views of whom?—Of the constables of Galway East and West, sir.

800. You remember a memorial that was presented?—Yes.

801. I do not want at all to confine you to that, but I may assist you by referring to it. You say in presenting that Memorial to His Excellency for an increase of pay and pensions that you are confident that you cannot illustrate more forcibly the obvious necessity for your action than by drawing attention to the increased cost of living throughout Ireland, a fact which has to-day placed a very large proportion in debt. Now, will you in support of that just give us some illustration of the increase in the cost of living?—I have got lists from the districts of Galway East and West from the men who met in Athenry on the 3rd, and I have selected the returns I got from them, I think very accurately, sir. These are the average prices between 1900 and now. Flour has gone up from 1s. 5d. per stone to 1s. 9½d. per stone.

802. Now, have all those comparisons reference to two fixed periods?—Yes, sir, 1900 and 1914. I have taken the figures 5d. to 7½d. to represent the increase in Galway in bread. Oatmeal has increased from 1s. 6d. to 2s.; beef (roast and steak), 7d. to 10d. That may seem a large figure for a place like Galway. In the eastern part of Galway, near the Tipperary fattening lands, you will get it cheaper, but in the

783. The CHAIRMAN.—And you have got no extra pay for it?—No, sir. Again, sir, the average cost of living in Great Britain is cheaper than that in Ireland as shown by the Board of Trade Return of 1912.

784. Mr. HEADLAM.—Which Return is that?—Board of Trade Return, 1912. Inquiry into the Wages of Labour.

785. Did you say that the cost of living was heavier in Ireland than in England?—The average cost, sir; the average cost for Ireland is 90.2 per cent. For England, sir, it is less than that, 89, pages 50 and 51 of the Board of Trade Return.

786. On page 51 they say that the prices paid were similar in the two countries, and I want to get exactly what you have in your mind (*reads extract*). You took these figures?—I took the average for Ireland, and I found the average was 90.2.

787. You see the sentence that I have just read?—Yes, sir.

788. The CHAIRMAN.—This is for the five cities?—Yes.

789. But that is not a comparison of the rural area of Ireland with the rural area of England?—Well, no; I suppose it is spread over the cities of both countries.

790. Mr. HEADLAM.—If you read the Report you are not able to substantiate the “Daily Mail Year Book,” which says a 25 per cent. increase has occurred in the retail prices, because this Blue Book fixes the increase generally on retail prices at 13.7 per cent.?—The “Daily Mail Year Book” here says that one of the chief facts that emerges from the Board of Trade Returns is that the cost of living of the working classes in 1912 has increased by 25 per cent. since 1896.

western part of the county, where they cannot fatten cattle, some of them have to bring their beef down from Dublin to Galway. Mutton has gone up 7d. to 10d.; Irish bacon, 7½d. to 1s.; American bacon, 3d. and 4d. to 10d. Tea is unchanged practically. Some men represent an increase of 2d., but I think that is due to local considerations.

803. Mr. HEADLAM.—What do you pay for tea?—I pay 1s. 10d. to 2s. Some men pay 2s. 4d. to 2s. 6d. I seldom buy that tea. Sugar went up from 2s. 2d. to 2s. 6d.; eggs, per dozen, from 8d. to 1s. 2d.; milk, per pint, from 1d. to 1½d. (but in some parts of the country it is cheaper). Potatoes, per stone, have gone up from 3d. to 6d.; soap from 2½d. to 4d.; butter from 9d. to an average price of 1s. 2d.; peat per load from 4s. to 8s. There is no regular measure for that, but it has doubled in price. Coal, per cwt., has gone up from 1s. 3d. to 1s. 9d.; paraffin oil, per gallon, from 7½d. to 10d.; house rents have increased from an average of about £9 to £11.

804. The CHAIRMAN.—Does that apply to the entire county?—To the entire county. Some men have no change at all, but the general tendency is to a general rise.

805. Mr. STARKIE.—Is that also in the town of Galway?—No, sir, it is not in the town of Galway.

806. Mr. HEADLAM.—Can you tell us how you got those figures?—From the constables, and I know a little from my own experience of the town I am in. For instance, in the town I am in a man taking a house there has had to pay £1 a month for it, and I could get that 10 years ago for less—16s. 8d. per week. Now, as to clothing and boots, it is represented by traders that there is an increase of fully 25 per cent., for instance, leather was retailed in Portumna for 1s. 10d. per lb., and it is now 2s. 4d., and they have to take into account the increased cost of making the boots. Tobacco is up from 6d. to 8d. The articles I have enumerated could be got in 1900 for £9 18s. 7½d., and now they would be £12 7s. 7½d. That would represent an increase of nearly 25 per cent. I think it might be of some use to the Committee to put this before them. I take myself as having an average family. I have six children, and I think that is about the average family of a policeman, and I pre-

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Constable HUBERT HAYDEN examined.

[Continued.]

pared this return showing my actual expenditure, and I would like that you would look at it. That return shows that I had a deficit of 9s. 3d. weekly.

807. The CHAIRMAN.—What are the ages of your family?—The ages of my children are 7 to 18 years.

807A. And so one child has left you?—Yes, sir.

808. That child is doing for herself?—My sister is.

809. She is not still a charge on you?—No, sir, she is not a charge on me.

810. Are any of the others?—I have one boy that will be soon provided for.

811. We do not want to go more particularly into your domestic or private affairs than you care to give us as illustrations?—Well, I would like, sir, to put it before you.

812. Then do so. What is that child of yours that is soon going away from you going to do?—He is going to be a clerk in an attorney's office or solicitor's office; he is promised it.

813. Do you hope that he will be earning what will keep him from the start? He will, sir.

814. Mr. STARKIE.—Where has he been educated?—In the National school, sir. My house rent is £10 a year. For fuel I spend £10 8s. in the year; that would be 4s. per week for fuel, and that is a very heavy item; paraffin oil and candles, 6d. a week; underclothing for myself, including socks, I estimate at 6d. a week. My wife's clothing and hosiery included, 1s. 5d. per week; clothing for six children, 2s. 6d. per week; bedclothes for self and family, 9d. per week; boots for self, 6d. per week; ditto for wife, 4d. per week; and ditto for six children, 1s. 4d. a week; cost of books and other expenses incidental to education, 4d. per week; contributions to clergy and other religious purposes, 7d. per week; payment for barrack servant and for barrack requisites, 4d. a week; washing materials, soap and toilet requisites, 5d. per week; sundry articles, such as blacking, boot laces, and thread, 3d. per week. Now we come to food. Three stone of flour at 1s. 9d. per stone, 5s. 3d.; half-stone of oatmeal at 2s. per stone, 1s.; half-stone of Indian meal at 1s. 2d. per stone, 7d.; 7 stones of potatoes at 5½d. per stone, 3s. 2½d. (that differs from the average I gave you before); 4 lb. of boiling beef at 7½d. per lb., 2s. 6d.; 1 lb. of steak at 9d.; 1 lb. of tea, 2s.; 7 lbs. of sugar, 1s. 2d.; 2 quarts of new milk daily, 2s. 4d.; milk or yeast for making bread, 4d.; cocoa or coffee, 6d.; butter, 1½ lbs., 1s. 7½d.; baker's bread, 4d.

815. Mr. HEADLAM.—You buy bread as well as bake?—I buy a little, sir. Sundry articles such as salt and other things, 4d. per week. That represents a total of £1 19s. 6d. My net weekly pay and allowances from all sources is £1 10s. 3d., and that shows a weekly deficit of 9s. 3d. Now the question will arise, and I am speaking as representative of a good many men of my class, and that is why I put in the return. The question will arise how the deficit is met. Unfortunately it is not all met, but I will give an instance how it was partly met. My boy was monitor in the school for three years, and for those three years he got £10 for the first year, and £15 for the second, and £20 for the third, and properly speaking that money should have been reserved to give him a better education qualifying him to go up on to the profession of teacher, and that he was not able to do, and the boy's career was lost thereby.

816. Is this the boy you were speaking of here?—Yes.

817. Who has got into an attorney's office? I expect he will.

818. Mr. STARKIE.—What is your service?—Thirty-one years and seven months. Now what I wish to say is, that under present conditions and on present pay the Irish constable cannot support an average family of children, and it is wrong for a man to get married under the present prospects.

819. What age were you when you married?—I got married at 29 years of age, after nine years' service. I joined at 20 years. It is quite impossible for an Irish constable to support a family in decency and comfort on the present pay that we are getting in Ireland, and a man who gets married is incurring

a terrible responsibility by doing so now. The present rate of pay is practically the same as when prices for necessary articles of food and clothing were from 25 to 30 per cent. lower. The increase of pay granted by the Act of 1908 in the case of a constable, the total amount that he would draw in pay under the Act of 1908, is only £39 in 30 years more than what he would draw under the Act of 1883. A constable serving 30 years under the Act of 1908 would draw £39 in 30 years more than the other man. That is all the increase that he got in pay, £39 the whole of it. Of course then the married men get £2 12s.; £3 18s. in all. Now, sir, the Board of Trade Returns are in some matters no true criterion of the increase in prices locally; for instance, peat, which is the fuel in general use in Galway, has within the past twenty years risen by quite 100 per cent. Coal at the current price of 1.9 per cwt. would be cheaper than peat to-day, but coal is impossible for this reason, that you cannot make bread with coal in the fireplaces we have. Those fireplaces were constructed for the burning of peat.

820. The CHAIRMAN.—They are hearth fires?—Yes, sir, and open grates, so we have to burn peat. I did not like to make that statement without giving some reasons in support of it.

821. You get peat to some extent from Connemara certainly in the City of Galway?—They do get it in the City of Galway. The bogs in some places are becoming exhausted, and the owners are charging heavy prices for peat which you could get free formerly. In the old days the landlord gave the peat bog quite freely. Now, in the break up of the land the farmers are closing them and making a ring of them, and the farmers themselves, owing to the increased cost of labour, and to their own growing prosperity, won't cut peat for sale now as formerly, and all those things have the effect of doubling it in price, and it is one of the heaviest items that we have to face.

822. I think you said it was 8/-?—From 4/- to 8/-; it has doubled.

823. It is 8/- now, and it was 4/-?—It was 4/-.

824. And I suppose you remember when it was 2/-?—I remember when it was 3/-.

825. Mr. STARKIE.—Had the raising of the price of coal any effect on the price of peat, or is there more used than there used to be?—No, sir, there is not. In days gone by the farmers with young families would employ the children in cutting and saving the peat. They won't do it now, sir; they are getting too well off, and, of course, what causes their prosperity has the reverse effect on others. Twenty years ago farmers disposed of a greater part of their produce locally. Now, owing to the spread of knowledge, they would be likely to send those things to England, and the result is that prices have gone up to a greater percentage than the Board of Trade Return indicates. Now, the increased price of bacon has practically banished it from the constable's table, and it affects him adversely in other ways. A farmer will bring potatoes to the market only at a high price. The farmers consider it more profitable to fatten the pigs with potatoes than to sell them for less than 5d. a stone. Fifteen years ago it was very rare to find a policeman in debt, but now, unfortunately, the reverse is the rule, and that this state of things is not due to any deterioration in the morals of the Force is proved by the fact that the returns of men punished for disciplinary offences, as compared with those of former years, show a great diminution. Now, sir, I think you have got enough about the English Forces. I did not come prepared with those statistics, and I do not propose to say much more about them, but, as compared with the English police forces, the R.I.C. are very much underpaid. I think that may be taken as granted, and I believe one cause for the disparity of pay is that the belief exists that a policeman can live cheaper in Ireland than in England. There is no foundation for that theory, whatever foundation there may have been for it in former years. With the exception of house rent, milk, and vegetables, household necessities are cheaper in English cities and towns than in Irish villages. That is my contention,

sir. As all our wheat and flour is imported, and the greater part comes through Liverpool, it follows that it must be cheaper in England, and I have ascertained that household flour is retailed, in Liverpool at 1/6 to 1 7 per stone, to our 1/9 and 1/10. Ninety per cent. of our clothing is English manufacture, and the greater part of our footwear is English, and it does not require much reasoning to see that clothing and boots are much cheaper in England than in Ireland. Coal is cheaper and bacon is cheaper in England than in Ireland, and Colonial beef and mutton are retailed in Liverpool at 6d. and 6½d. a lb., and we can get it at no such prices in Galway.

826. Why, cannot you get it in Galway?—No, they do not bring it in; but I am not speaking of Galway City, but of Galway County. Now, house rent is 1/6 per week dearer in England. I made some inquiries and I was told by ex-policemen from Liverpool and Manchester that policemen's houses there run to about 5/- or 6/- a week. I allow that they are 1/6 dearer there, but I hold that, taking flour, coal, clothing, foot-wear, and meat into account, the cost of living is in favour of the Englishman. Well, I will only say one word about the English police. I find that the Manchester constable serving 30 years will draw in all £833 more than the Irish constable in the same time, and that would work out £27 15s. 4d. annually.

827. Mr. STARKIE.—That is, than a policeman in the country?—Yes, sir. Now, sir, it will be seen that the tendency is to drop the allowances in the English Police. I have remarked, in reading the papers, that I think the recommendations are that allowances are to be dropped, and this, of course, will increase the pension, and we ask a corresponding benefit: and if allowances are to be retained or increased we ask that they should be included in calculating our pensions.

828. Before you leave the question of pay: a 25 per cent. increase on your pay would appear to be about £18 a year?—I think so, sir, and I would be very thankful for it.

829. And you say that your present expenditure exceeds your net pay and allowances by 9/3 a week?—Yes.

830. Then, to cover your expenditure you would have to get an increase of £23 a year?—Well, I expect my son will be going away.

831. But that is your present expenditure—Yes.

832. I suppose you understand that the pay of the English County Forces varies?—I know that, sir; the man that preceded me gave the information and there is no use in repeating it.

833. There is no necessity for entering into it if it has been entered into before?—Now, promotion from the constable's rank in the R.I.C. goes primarily to fill vacancies in the non-commissioned ranks and not as a reward of merit. Of course, it is a reward of merit in the sense that the best man gets in; but consequently no matter how well conducted and efficient a man may be the same number will go through the service as constables. We think it would be only fair to give the constable of long service and good service and efficiency some extra pay as a reward for merit. It is rather hard, sir, when a man realises that for one reason or another he is not going to get promotion—it is rather hard to look forward to a service of 12 or 13 years before him when he has nothing to work for, nothing to stimulate him. It is a monotonous prospect. I think in most Forces there is some reward given for merit and efficiency.

834. Mr. STARKIE.—At what service?—Well, sir, I would suggest 25 years' service. Of course, a man gets a rise at 25 years of a shilling a week, but we hope that will be shortened and that he will get his maximum pay earlier. Now, sir, there has been already represented to you the hardship where a man dies in the Force leaving a widow and children. I think, sir, that the cases would not be many, and it would not involve a very heavy expenditure, and it is a pitiable case to see a widow with a family of children left. Men are not able to insure. Of course, it is said that a man should insure his life; but men are not able to insure. There is one man in the station I am in and he has six chil-

dren, and he is talking of having to give up his insurance, and I would ask that better provision be made for widows and children.

835. Mr. HEADLAM.—Widows and children of men dying in the service?—In the service. We would also ask that in the case of a man marrying without permission the Inspector-General should have the power to award the punishment he considers necessary for the offence. As it is, the Inspector-General has no option, and the man's whole service is a perpetual punishment. We would ask that the Inspector-General should have power to award such punishment as he thinks necessary.

836. The CHAIRMAN.—That is to say that the Section of the Act should be repealed?—Yes. The men in Galway did not authorise me to demand any rise in rate, but they said they wanted an increase of 25 per cent. all round on pay and allowances; as the money for subsistence allowance is not sufficient now, we would ask for an increase of the subsistence allowance.

837. What increase do you suggest there; (another witness said 4/6)?—Well, I would agree with that.

838. Mr. STARKIE.—When was the 3/6 rate fixed?—I think 3/6 has been the rate since I joined the Force. The single men asked me to put the case of the young constables before you.

839. The CHAIRMAN.—That is constables under four years' service?—Under seven. A man is permitted to marry at seven, and from the view of the matter put before me by the young constable it would appear that he could not possibly have any adequate provision made in seven years' service, and after seven years he goes and buys furniture and begins by going into debt at once.

840. Mr. HEADLAM.—He has to live up to his pay during the first seven years' service?—Yes, according to what has been represented. It shows here that up to four years he would have 5/- a month to spare, and again he pays for a bicycle (and a bicycle becomes a necessary part of a man's equipment now, and every young man is supposed to have a bicycle), and when he pays for underclothing and boots, &c., he will not have much left out of his pay for the month; so that as the matter stands at present, to allow him to get married on seven years' service would appear to be really wrong, because he cannot possibly have adequate provision made. He will have to begin by going into debt for furniture, and he has a miserable existence before him afterwards.

841. The CHAIRMAN.—It is not suggested, though, that the period should be lengthened?—No, sir; though personally, I would suggest it myself; but that view is not put forward by the men.

842. You did not give us the wages of artisans?—No, I did not give them.

843. Would you give us the wages please?—As far as I know, the rates of the wages of tradesmen such as masons and carpenters and such men are about 30/- to 36/- a week.

844. Mr. HEADLAM.—Have they risen in the last 10 years?—They have, sir, by about 5/- a week.

845. The CHAIRMAN.—I take it that in a country district any considerable building is carried out by a contractor from some place or other?—Yes, sir.

846. And he brings the men there?—He brings the men there.

847. But you are speaking of the local men?—Of the local men, sir; and against that, the greater bulk of the local men take small contracts; but the greatest rise is in the wages of the ordinary labouring man.

848. Mr. HEADLAM.—Do you know whether there has been any increase in the wages on the railway?—There is no railway near where I am serving; but the agricultural labourers now get 15/- a week and 18/- a week and a house and garden, where I knew them to get 7/- a week 30 years ago.

849. The CHAIRMAN.—And the hired man who lives in?—That is what we call the servant boy class. That man's wages have gone up from £9 or £10 to £20 and £22.

850. Mr. STARKIE.—What is the labourer who has not a house and garden paid?—You have hardly any of that class in the country; they all have houses and gardens.

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Constable HUBERT HAYDEN examined.

[Continued.]

851. The CHAIRMAN.—The casual man about the village?—That class of man has no constant job; he only takes jobs here and there. Any man who has a constant job has a house and garden.

852. Mr. STARKIE.—What are the labourers' wages

in 1901 in the County Galway?—The labourer's wages then would run from 8/- up to 10/- a week, I should say.

853. The Board of Trade Return for that year shows 9/8, and that fairly corresponds to what you say?—Yes, sir.

County Inspector ALBERT ROBERTS examined.

854. The CHAIRMAN.—You are a County Inspector?—I am County Inspector of Donegal.

855. But for some time you have been on service elsewhere?—In the County Clare.

856. For what length of time?—I was three years and four months in the County Clare.

857. Have you returned to Donegal now?—Yes, sir; I have been in Donegal since May of last year. I am County Inspector there now. I left Clare last May; I went there in the year 1910.

858. What service have you in the Force?—I have nearly 27 years.

859. And how long were you District Inspector?—I was 22½ years.

860. And what counties have you had experience of?—I began in the County Sligo, at Collooney, in the County Sligo; Dummaway, County Cork; Castlereagh, County Rosecommon; Ballinasloe, County Galway (East Riding); then I was at the Castle for three and a half years or a little more; then I went to Bagnalstown District, in the County Carlow. Then I was appointed County Inspector, and I was County Inspector of King's County for about three months, and then I was appointed County Inspector of the County Clare, and after that to County Donegal, where I am County Inspector now.

861. What particular section do you represent for the purpose of putting a case before the Committee?—Well, my evidence, sir, would be confined to Donegal practically, and perhaps portion of Londonderry, the North-West of Ireland I might say, and I appear here on behalf of the men.

862. Now, with the object of being able to give evidence on behalf of the men, have you received statements from them or memorials, or how have you acquired information?—Well, there were three memorials sent up from County Donegal, and they all passed through my office, and I submitted them to the Inspector-General, but I have not got them here with me; and also I have spoken to the men myself and have made inquiries generally through the county as to the cost of provisions and the way young men live, and all that sort of thing, and made myself familiar with their condition in life.

863. And perhaps just in the way you have prepared for yourself you would give us the benefit of what you have learned?—Yes. The first subject that is of importance is that of recruiting, and the recruiting, as you know, has fallen off considerably. In County Donegal it has gone down from an average of about 48 to 21 in the last six years.

864. 48 a year?—48 a year to 21 last year.

865. That is candidates?—Yes. Nearly all of them are accepted. I have gone into the question of why recruiting has fallen off, and I think one of the principal reasons is that it is a question of competition first of all, competition (as it is a means of employment) with other trades or callings, or sometimes other Police Forces.

866. Mr. HEADLAM.—Are there more occupations open now?—There are more occupations open than there were.

867. Even in country districts like Donegal?—There are the county towns and there are the Forces in England, and the Forces abroad in the Colonies. I have made inquiries as to where men who resign have gone to, and I find that some have gone to Canada and others to New Zealand. In Canada, Toronto seems to be a place that takes them particularly. When I joined the Force, in 1887, the R.I.C. was looked upon as a very good source of employment for young men, farmers' sons, but they do not look at it now in the same way. I have spoken to young men

who, I thought, would be eligible as candidates, and I said: "What do you think about joining the Force?" and "Oh," they said "the pay would not be good enough; we could get better payment for our labour elsewhere."

868. What did they mean by that, did they mean elsewhere in Ireland or elsewhere abroad?—Oh, generally. It might be in Ireland; north or south they might get good employment. I may say, that they do not mind going abroad now half as much as they did when I was a young man. In fact the facilities for employment are opening up all over the world. Since then the young fellows are told that the pay has remained practically unaltered, while there is an increased cost of living, and wages in other employments have got very good. A change has been gradually taking place in the social condition of the class from which recruits have been hitherto drawn, and that is one of the things that interferes with recruiting. The young men change with the times, and they have been affected by the advance in education and mode of living, and as a matter of fact they have bigger notions now and are not so easily pleased. That is my experience. Then, education is cheaper than it was when I was young, and the improved conditions of the farmers owing to the passing of the Land Acts have put the farmers in a better position so far as money is concerned, and now they think of sending their sons into the Ministry and of making them doctors and sending them to other occupations, where education enables them to get employment, and these things also militate against us. Then in the North, I find that the present unsettled state of the country affects recruiting. I won't go into that any further, but that is the case.

869. Mr. STARKIE.—Is that confined to the North?—Well, I cannot say that.

870. What was your own experience in the County Clare?—I left Clare in May, 1913. When I left Clare things had not become so acute. The provisions of the Constabulary Act of 1908 regarding pensions are stated to have had the effect of preventing men joining the Force. Men who joined the Force since the passing of that Act must spend 30 years in the service before they are eligible for voluntary retirement. This is with young fellows an important provision and they don't like tying themselves up so long. The question affecting recruiting is primarily one of pay. In my conversations with young men they say, in addition to what I said before, that they can get good employment at 30/- a week outside, and they say: "We can have our evenings free," and that militates against us. If they have two sources of employment and one gives them 30/- a week with discipline and the other 30/- without discipline they will take the other. Another thing that influences them is what they get at starting. If you tell a young man: "You will get a pension after so many years," he will say: "It is time enough to think about that when I am of that age." The important matter with them is what they get into their hands when starting.

871. That looks as if they did not look so far ahead as their predecessors?—The circulation of newspapers, too, in a district tells them what is going on in other parts of the world and makes them restless and inclined to go away.

872. The CHAIRMAN.—Now, as to the class of recruits, you say the number is diminishing, but what do you say about the class as compared with former times?—I do not think we get as good a class.

873. Either in social condition or in personal quality?—No, sir. I do not think so. Occasionally we get a very good class of recruits, but the quality

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County Inspector ALBERT ROBERTS examined.

[Continued.]

on the whole has deteriorated. Then, with regard to young constables who join the Force, they are restless, there is no doubt about that, and I know that applications have been made to join other police forces, and I have talked to young men who I felt were restless and asked them, "Why?" and they said, "We can get better pay in England." They have only two years service now, of course, and they are prepared to forfeit that and go across the water and get accepted in other forces there.

874. What service must they have in this Force before they get approved service in the force in England to which they may be transferred?—I could not tell you that.

875. Mr. STARKIE.—I think it is three years?—I could not tell.

876. Do they resign from the Royal Irish Constabulary on the chance of being taken into the English forces?—They generally communicate first of all with the Chief Constable of that force to see what chance they have.

877. The CHAIRMAN.—Birmingham is one of the places they go to?—Birmingham is one.

The Committee adjourned for luncheon and resumed at 2 p.m.

County Inspector ROBERTS further examined.

878. The CHAIRMAN.—I think you had just finished the subject of recruiting when we adjourned?—Yes, and I was going on to the position of the young constable. Well, with regard to the position of the young constable it may be said that he has got enough to live on, but he has not got enough to make any savings. From enquiries I have made I believe the real cause of the restlessness among the younger men is the fact that there has been, generally speaking, a rise in the wages of persons of their own class employed in civil life during the recent years while there has been no substantial increase in their own pay.

879. Mr. HEADLAM.—What exactly do you mean by their own class?—I mean the class from which they are drawn.

880. What class is that?—Farmers' sons and the higher class of artisans.

881. Farmers' sons would not have wages?—No, sir, but they would get employment.

882. At what?—At many things; it might be engine drivers and situations of that kind, fitters in railway shops. They go over to Scotland from my part of the country and have very good wages there, and they go to shipyards in Derry. From Donegal a great many of them go to Scotland, to Glasgow.

883. And they take positions in business there?—In business, yes, and I will give you an instance of it. A few days ago a man resigned his position as fitter at Burton Port and he had 24s. a week there, and he went off to Glasgow and he got 27s. a week to start with, with the prospect of rising to 34s. when he became expert at his work.

884. Mr. STARKIE.—How long had he been at work in Burton Port?—To my knowledge I think about a year. I think he had been in a shipyard in Londonderry before that. Other causes that affect young men are the glowing accounts sent to them by comrades who have gone to Colonial forces.

885. The CHAIRMAN.—Just before we leave that question about occupations, I suppose you are aware that it has been more generally the habit and the custom latterly not to bind men for any particular period to learn a trade?—Yes.

886. That is, that a man comes in at no wages now but he comes in to learn his trade without being indentured?—Yes.

887. That has affected a good deal of men who usually would enter upon some particular trade as artisans?—Yes.

888. Mr. STARKIE.—They have technical schools also?—They have, sir. And there are several other things that help to detach men from the Constabulary, even those that are in it, and two things have come under my notice lately of importance. One is the wireless telegraphy system. I was at a station

the other day and I was talking to a young constable about his position in the Force, and he had just 7 years' service, and he appeared to be somewhat discontented and I asked him why, and, "Oh, well, sir," said he, "I can do better at another job." "What other job is in your mind?" I said to him. "I am thinking, sir, of that wireless business." "How do you expect to get employment at the wireless business?" "Well," he said, "I am paying 10s. a month to a man with whom I am corresponding, and I hope soon to be able to pass an examination and get into the wireless telegraph system in the Post Office"; and I said, "You will forfeit your 7 years' service in the Constabulary." "Oh, I will do that," said he, "I know that." Then the other important cause I have put down was the disputes that have prevailed all round between employers and employed and that have taken the form of strikes in several communities, and then, of course, the Dublin strikes were in my mind, and such things have an unsettling effect on all employment. I made enquiries as to how the young men spend their money, and I found that they generally save something. I am not going to trouble you with small details, but I find that the young constable has about 9s. a month saved. That I consider the average, but that does not take into account leave or anything of that kind. The condition of a constable of a little longer service than that, say, between 7 and 11 years' service, is a little different. I went into his account, and asked him to show me the particulars of his expenditure, and he showed me that he had at the end of a month 19s. 10d. in his book to his credit, but then he said, "I will have to go on leave, and if I buy a bicycle I must pay the instalments. In fact, I have only that for my private expenditure after I pay my account." He was a teetotaler, and he had spent no money at all in intoxicating liquor, but he was a smoker. A witness referred to the beginning expenses of young constables. At present they get at the rate of about £39 a year for six months at the Depot, and I notice that young constables at the Depot have, with very few exceptions, no money to start life in the Force. A young recruit came recently to Letterkenny from the Depot, and was told to take a car to the station to which he was transferred, and he had not any money and it had to be advanced to him. I mention that to show that I think the young constables have not got enough. In some counties the possession of a bicycle by a constable is almost necessary.

889. The CHAIRMAN.—Would not the expense for that car be paid to him?—Yes, but he had not got it. As a general rule it would be expected that he would have it, and he looked a very decent boy. The possession of a bicycle is quite necessary in some stations, especially in the County Clare, and it is an absolute necessity there. Then the men at the Depot have to buy other things such as valises and regulation boxes and a second set of accoutrements and things of that class out of their own pockets.

890. The man is only under an obligation to bring £1 to the Depot when he comes up?—Yes. Then when in the County Clare I had experience of young constables, because in that county there was a large number of huts and protection posts, and the majority of the men were young men, and in one hut there was an acting sergeant with four men and each of them had a bicycle. I do not speak of the sergeant, I speak of the four men. I asked them, "What did you pay for these bicycles?" and they told me themselves that they averaged from £7 to £9. "How are you paying for that bicycle?" "By instalments." "How much a month?" "They vary from 10s. to 15s. a month." "And I am sure you have bought a watch." "Oh, yes, a watch." Yes, sir, they are rather hampered in their early career by having to pay off these expenses by instalments, because they have no ready money. Occasionally a man will have ready money who is the son of a strong farmer, but that is a rare case. I put this forward with a view to showing that I think the younger men should get an increase of pay. The next is the question of recruiting. When a young man in the country is thinking of joining the Force the person he approaches is a young constable in a hut or station, and

he asks them how they are getting on. He generally says, "Well, I can hardly live. I have to pay such expenses, I have very little at the end of the month or at the end of the year"; and that is a discouragement to men who are thinking of joining the Force. And to summarise what I have been saying, with respect to young men, I think for the first three or four years they are more or less hampered and they cannot begin to save money until after four years' service. That is my experience, that from 4 to 7 years they may save something, and up to the time when they get married, and I have said to some young men, "If you are going to get married have you any money saved?" "Well, not much." "About how much?" "£30." "How do you expect to support a house on that?" Well, they could give no answer to that, because they spend their £30 on buying furniture, and if they have a little more their wedding expenses come in, and, of course, you know they do not get a lodging allowance till 10 years' service, and I find that in the County Donegal the greatest number of men marry between 7 and 10 years, so that the deprivation of the lodging allowance does not prevent them marrying. Then I come on to the married men generally, and doubtless the married men, I acknowledge, have a struggle to keep out of debt and live respectably. Some do so, but they have to exercise the greatest economy, and one thing that influences me in coming to an opinion about the married men and their way of living is the question of leave. You will find single men go on leave generally once a year, taking on the average from a week to a month's leave. They are entitled to a month. Perhaps for the first year after marriage they may take some leave, but after that you find that they go on leave less and less, and when they go on leave they generally go home to their people to save expense, and very often a married man gets leave to stay at his lodging. I have asked some married men why they did not go away, and they told me that they could not afford it, and I think that it is a very important thing that men in all professions like the police should be able to go on leave and get some reasonable vacation, and I know it is a fact that very few married men can go on long leave. I have got from a sergeant of mine in Letterkenny an account of his expenses. His total pay and allowances amounted to £89 14s. and his total expenses amounted to £88, leaving a balance of £1 14s. I know the man to be a very respectable, well conducted man who does not drink. He showed me his account of his monthly expenses, and vouchers for the same. He showed me his pass-book, and I have every reason to believe that his account was perfectly accurate, but that even living so carefully as he does he has only £1 14s. at the end of the year to the good.

891. Has he accommodation in the barrack?—No, sir, out of barracks.

892. What family has he?—He has six in family.

893. All young, I suppose?—The eldest boy is 13. He gave me the particulars of the clothing of his children, and I emphasise the point that the clothing expense of the children of a married policeman is an important item, as it has increased very much. They send their children to school, and to send their children to school in the towns they must dress them decently; they cannot send them without boots and stockings, and these are important items, the prices of leather and woollens and flannels of all kinds. That is what makes the difficulty of clothing them at a low price considerable. I asked him to give me a return of his leave, and in five years, the last five years since 1909, he has had 34 days leave. The most of that leave was spent in his lodgings. I think that speaks for itself. Another thing that handicaps married men is the fact that they cannot engage in any other employment and they have very little means of increasing their income. They may keep pigs and fowl (2 pigs is the maximum), but I find very few places where pigs are kept, and I have asked the reason why, and the reason is that feeding stuffs have gone up in price, and the initial expense of getting a pig is considerable. I have looked into the matter with a man who deals in these things and he told me that the rearing of pigs is only profit-

able to a big farmer who can keep a sow with a litter, but to go into the market and buy a pig and go home and fatten it is not very profitable, because you have to buy feeding stuff for fattening the pigs, and the price of Indian meal and the prices of all those commodities for feeding have gone up so much that they cannot do that profitably, and then the family have no offal worth speaking of to give the pigs. Fowl are sometimes profitable where a married man can keep fowl.

894. Mr. HEADLAM.—The wives are allowed to take up occupations?—Yes.

895. Is there much advantage taken of that?—No.

896. There are not many occupations open to wives?—Yes. That is so.

897. The CHAIRMAN.—And it must be approved?—It must be approved. The only occupations generally are dressmaking and teaching at school. I know that there are four men in my county whose wives are employed. One is a photographer and in three other cases they are school teachers, but with the exception of the photographer and one school teacher, they have to live apart from their husbands in other counties. In two cases of school teachers the wives live in other counties, and in the third case the wife lives in the same county.

898. It is a very small proportion?—A very small proportion. There are 325 men in my county.

899. Mr. STARKIE.—Is that policeman's wife in the same county away or at the station? She is at the station; she is stopping there. She is not a native of the place, and when permission was given four years ago that was taken into consideration. Would you like to have the figures as to married men in my county.

900. The CHAIRMAN.—Yes?—Well, the total force at present in the county is 325. Of that number 121 are married, leaving 204 single men. Our men are very fond, and rightly, too, of comparing their disadvantages with respect to other means of employment, and at Letterkenny there are Asylum officials and keepers and men of that class and their wives can engage in employment; even one can keep a public-house in the town. The Asylum employees can graze land, they can buy cattle, so long as such employment does not interfere with the hours of their duties.

901. They are paid and in the employment of the County Council?—Paid by the Asylum authorities.

902. Mr. STARKIE.—The Asylum is under the control of the County Council, and there is an Asylum Committee. Is there a jail in the County Donegal?—No, there used to be one at Lifford. There is one in Derry now. When comparing the wages of the Constabulary with those of, I may say, the same class, I find that, taking the railway service, the weekly wages of clerks on the Great Northern Railway in the goods department has increased since 1901 from 25s. per week to 32s. a week. That is an increase of 7s. a week, and there are corresponding increases in the case of nearly all the other officials.

903. The CHAIRMAN.—A goods clerk is not a clerk of the lowest grade, he is a higher grade clerk?—He is a higher grade clerk.

904. What did he begin at?—I don't know what they begin at.

905. What do they go up to in 5 or 6 years?—Thirty-six shillings is their highest pay, and I understand they begin at twenty-five shillings. Then I will take engine drivers, but they are very expert and it requires long training to fill that post, so I pass over these and take the railway carter. There are different grades of railway carters. His weekly wages in 1901 were 19s. to 23s. and in 1914 they are from 23s. to 28s., and then they get extra pay for overtime.

906. Mr. HEADLAM.—Have they got a pension system?—They have, sir. I do not understand it.

907. They get it probably on contribution to a pension fund?—I daresay. Well then the salaries of County Council clerks have been increased from 30s. I take the juniors first. The junior got 25s. a week in 1901 and now gets 27s. a week. Second clerks go from 30s. 9d. to 42s. They also get paid for overtime. As regards carpenters, stonemasons, plasterers, bricklayers, painters and labourers they have also increased considerably. In some places there has been an increase of 40 per cent. since 1901. I know from my

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own experience in Clare that the labourers there struck. They were getting 13s. a week in the year 1911 and as a result of the strike they got 17s. a week.

908. The CHAIRMAN.—Those labourers do not get food?—No, sir.

909. Or houses?—Or houses. And then with regard to ordinary farm labourers in Donegal, I have not been there more than nine months, but I have been making inquiries, and I find that about 15 years ago they got 18d. a day and their dinner, that is casual labourers, and now 2s. 6d. a day and their dinner. I pay it myself.

910. Mr. HEADLAM.—Have you got any prison in Donegal?—No, sir, not in Donegal; it is in Londonderry.

911. I was going to ask how the prison staff are paid?—I do not know, sir. I can give you other statements, but I am sure you have already received them, of the expenses of married men. I gave you one case of a sergeant who had a house, now I will give you the case of a constable. This is a constable of 17 years' service.

912. The CHAIRMAN.—In barracks or out of barracks?—Out of barracks. He has a family consisting of a wife and four children, and the eldest child is 12 years. He is on the promotion list; he is a very good constable, and his pay is £70 14s., with the usual allowances making altogether £77 3s. He gave me an account of his monthly pay and his monthly expenditure, but in the monthly expenditure which he gave me he includes £6 19s. 6d. for his insurance. That was paid in the beginning of this year.

913. I suppose that would insure £250?—About £200. Well, I must exclude that £6 19s. 6d. for every month, because it was paid in only one month. His total expenditure for the year was £82 16s. 6d., a balance against him of £5 13s. 6d. I said to him, "How do you manage to keep out of debt if your expenditure is so much in excess of your receipts?" and he explained it by stating that when he married he had a little money saved, and he got a little money with his wife and that that little, which I may call his capital, he has had to expend in the cost of his living, and I am satisfied, sir, that that is quite correct.

914. Mr. HEADLAM.—Does he have any expense for education?—Well, he has no expense.

915. He gets the education free?—He gets education free, and on the question of education, as a general rule the police get their children educated cheaply, except that a man when he comes to the rank of sergeant or head constable often thinks of getting his children into better position in the world than the police and he will send them to what I may call an intermediate school, and that costs him about £1 a quarter, and if they send them to the Christian Brothers' School they charge them 2d. per week.

916. It is very cheap?—It is very cheap. Then there is this expense, that very often the Intermediate schools are a distance away, 8 or 9 miles, and they have to send the children by train, and, of course, that is an expense, and I may say that it is wonderful the efforts that the men make to advance their children. I know one constable who educated two of his sons and got them into the Church, and I asked how he managed it, and he said, "By my savings." I think they are both in England. They had little money, but they did manage to educate their children.

917. How do the police compare with the National teachers?—The National teachers are very much better paid. Before I came in to-day I was shown a list of their salaries by a witness who said he was going to represent them to you, and he has them in a tabular form.

918. The CHAIRMAN.—Are those men quite satisfied at present?—I do not know, sir.

919. Mr. HEADLAM.—I have heard it stated that they are worse paid?—I have only got one sergeant who did supply me with the wages of his local schoolmaster, and he gives them at 42s. a week, and his assistant has 10s. a week; but then there are several grades of those teachers according to school attendance, and there is a witness coming after me who

will tell you more than I can because I know he has made a special study of it. With regard to the cost of living, I think I might deal with that subject now. I think I said before that the police (the married men especially) find it hard to make ends meet, and as I am speaking for Donegal I thought it well to make inquiries in the workhouse to see what was now paid and what is the average weekly cost of the provision of necessaries and of eatables for the paupers. I thought this was a good standard because, of course, they would go on contract prices, and I find that in 1905 (that is the farthest back I could get) the cost of the provisions and necessaries for a pauper per week was 3s. 5-27d., whereas the cost for the year ending the last day of March, 1913, was 4s. 6-10d.; that is, in eight years there has been an increase in the cost of necessaries, that is to say eatables and that kind of thing for the paupers, of 31 per cent.

920. Mr. HEADLAM.—Did you go any further back than that, did you go back to 1884?—I cannot, sir; 1905 is the farthest back that I could get.

921. There is the information of the Board of Trade, which would appear to show that the cost of living has risen since 1897, that previous to that it had fallen and that it is now approximately at the level of 1884?—I have heard that before, but remember that we passed through three very bad years before that, 1879 was practically a famine year, and 1880 and 1881 were bad years.

922. Bad years in the way of harvest?—Bad years in the way of harvest. Speaking from memory, not statistics I think that the cheapest in my recollection was the year 1896, and since then the prices have been gradually going up.

923. Mr. STARKIE.—1879 was the year of the Distress Committee?—Yes, and the following year, 1880.

924. Mr. HEADLAM.—Of course that statement would apply to Ireland as well as to the rest of the United Kingdom?—That is so. There is one point I did not touch on with regard to the strength of my county, which I mentioned at first, and that was that owing to the difficulty in getting recruits there is a shortage of men in Donegal. There are 47 vacancies at present.

925. You said you had 325 nominal less 47, is that it?—No; that 325 is the actual strength; 375 is my nominal strength fixed by Act of Parliament, 375 (with 72 sergeants included). The result is that many of my stations have only got a sergeant and three constables. That means that when a constable goes on leave there are only two constables left behind and those take up guard duty every second day, and that is not a desirable state of things at a remote station. Life becomes very monotonous, and it is not likely to promote content. It also makes it difficult for young men to go on leave. I had very great difficulty last year in supplying substitutes for men on leave. I find that a certain number of men want to go away from the district at the same time (as they often do in summer) and I find it very difficult. The rule is that they must pay the expense of the substitute. That works out hard on young men when it is not their fault that the Force is short, and the Inspector-General has generally considered kindly every application made to him. A lot of the young men to my own knowledge do not apply for the expense of a substitute; they say it is not worth while; they say, "It is only 4 or 5 shillings and we will not be bothered," but at the same time it is not fair to them, and I think that it would be well in considering this matter if the present regulation were even further relaxed, that the men should not be required to pay the cost of substitutes when going on leave, especially when it is not their fault.

926. The CHAIRMAN.—At present the Inspector-General does exercise this statute?—If they make application for it at all, and I have had to remind men to apply, and they said, "Well for 3 or 4 shillings it is not worth it."

927. The area of Donegal is wide, it is a large county?—It is a large county; it is 1,870 square miles, and its population is 168,426, or one policeman to every 490 persons. In going into the cost of commodities, sir, I find a general increase.

928. Bearing in mind the great area of Donegal, has it ever occurred to remedy that state of things that you mention, the small number of men at the stations?—It has been under revision from time to time, and even so far back as 6 or 7 years ago some stations were removed, but I think it is now down to the limit, 59 stations. When I was in Clare, which is a smaller county, there were 74. Of course there was a different state of things there; we have a very peaceful condition of things in Donegal. It is a very peaceful county, and I expect it will remain so.

929. Mr. STARKIE.—What do you say the population of Donegal is?—168,426.

930. That is 5,000 less than 30 years ago and 4,385 less than in 1901?—There were more stations then and more men, and, of course, it had been going down.

931. There were 65 stations in 1901?—Yes, and there are 59 now.

932. The CHAIRMAN.—What is the next point?—Now rent comes next on my list. Rent has gone up. In 1901 you could get a good house for £8 to £10; now it is from £10 to £12.

933. Mr. HEADLAM.—And no more houses built?—No more houses built; and another important thing that makes it difficult for the police to get houses is the increased cost of wages and labour, that is the better class artisans and labourers about the town are able to occupy houses they did not occupy 15 years ago, and therefore there is more competition for houses and that is one thing that increases the cost of a house. The average cost of rent for men living out of barracks in the county is £10 16s. 8d. They get in actual money £5 4s. 0d. towards that. The married men have got a little more than that, £7 16s., but they actually get in hands to pay the cost of rent, £5 4s.

934. That is about 4s. a week?—Yes, sir, 4s. 4d. I communicated with the County Inspector of Londonderry, and he tells me that house rent is higher there than with me. He says that as a rule the men pay £16 per annum as rent for their houses.

935. The CHAIRMAN.—That is in City of Londonderry? In the City of Londonderry, but the rural districts are practically the same as with me. I thought it strange that in some towns, like Letterkenny, which are not flourishing, house rent should be up, and the explanation is that the people are better off and that they can afford to pay a higher rent. Now I come to commodities to be consumed. Coal has gone up from 20s. in 1901 to 25s. 6d. in Letterkenny, and 30s. in other parts of the county. The price of coal varies according to locality. At or near a seaport it is cheaper than more inland. Paraffin oil has gone up in the same way from 7½d. to 10d., and turf, though it may seem strange, has increased in price in all localities the very same.

936. Mr. HEADLAM.—They mostly burn turf in Donegal?—They burn turf, I should say, in about a third of the county. Along the sea coast, where boats can come in, they burn coal, because they find it better for burning; and then there is a large area of bog land, but still for some reason that I cannot explain it is getting dearer. I have talked to men about it, and they said our county supplies a great many migratory labourers and they go off to Scotland and they are in a hurry to get away and they leave the turf to be cut by old men and females, and they just cut enough for themselves. Bread has gone up in price. It was 3d. for a 2 lb. loaf in 1901 and now the price is 3½d. In 1901 the 4 lb. loaf was bought for 5d., now it is bought for 6d. Flour, oatmeal, lard have all gone up in price.

937. Are those all over the country, or where?—These are taken from various places in the county, and I have checked them with a commercial traveller who travels for one of the principal houses in Derry, and I asked him to go with me into them and he said my prices were according to his books.

938. Did you find that prices do vary very much in different parts of the country?—Well, some items do.

939. But you are giving the average?—The average. Potatoes in some places are cheap and in other places

dear; just according as they are near town they are dearer. Bacon is an important item; it has gone up from 7d. to 9d. since 1901. The highest qualities are now bought at 1s. and 1s. 2d.; 1s. 2d. is the top price for what you call roll bacon for breakfast. Their ordinary fish is ling and haddock; they have gone up about 30 per cent., and tinned salmon which is very often used by the men for Friday's dinner, has gone up from 6d. per tin to 9d. per tin. Butter has gone up in price. I divide butter into two qualities, what is called the county butter, that is butter made by the farmers, and creamery butter, which is made at creameries. The county butter has gone up from 9d. a lb. to 10d. and 1s., and the creamery butter has gone up from 1s. and 1s. 1d. to 1s. 2d. and 1s. 4d., the prices varying according to the season. In winter the prices are dearer than the summer prices by about 15 per cent. Eggs have gone up in price. Summer eggs were 7d. a dozen in 1901, and now they are 9d. a dozen; the winter supply has gone up from 1s. 3d. to 1s. 6d. and 1s. 8d. Now, it might be asked why eggs are gone up in price, and it is due to the fact that there are three things that have contributed to the price of eggs. The first is the creamery. The creameries buy eggs, and when they buy them they pack them and send them off to England or the Continent. Then the grocer in the town sends out a van with groceries and he takes payment for the groceries in eggs, and he gives them a fairly good price. Then we have the increased facilities of transport and method of removing the eggs. They are now very often sent by parcel post, sent to a centre where they are collected by egg dealers who pack them up there and then and send them off to England or some other place. It might be asked, did not that prevail 15 years ago, but I do not think it prevailed at all to the same extent.

940. Mr. HEADLAM.—You think the creamery really has an effect on the supply?—I do.

941. Mr. STARKIE.—When did the creameries commence to buy eggs?—About six or seven years ago on a large scale.

942. The CHAIRMAN.—That is the co-operative creameries?—Yes, and the different creameries, and private creameries. One of the most important things of all is what I have just mentioned about the grocer. We get our eggs at home from the grocer, and I asked him how he managed to have such a large supply, and he told me that his vanman in going to the country sell groceries and take the eggs in part payment, and he had to give them a good price, and that accounts partly for the increase in the price of eggs; it is not that there are less in the country.

943. Mr. HEADLAM.—Is there importation of eggs?—No. Then cheese has gone up from 6d. and 7d. to 9d. and 10d. a lb. Pork has gone up, too, just as bacon has gone up. And mutton has gone up, but not very much. And beef has gone up something, but not very much. Donegal has been a cheap country for meat, one of the cheapest in Ireland. Fowl and chickens are gone up very considerably, which I know is due to the same cause as the eggs; there are improved means of getting them out of the country; people pack them up and send them off. Now, as to clothing, the prices of clothing, flannels and flannettes all have gone up 15 to 20 per cent. That is a low estimate, and I think it is a fair one. Boots have gone up. Men's boots when I was young would be got at 14s. a pair; now they go from 15s. to £1, and now I will say in that connection that I do not think the boot allowance of £1 6s. a year is sufficient.

944. How many pairs of boots are they supposed to have in a year?—Up to three pairs. The men have long marches. I would put it at 2½ pairs, and that means that that allowance should be increased by another £1.

945. And have those local men ordinary imported boots?—In some cases the men buy what they call ready-mades, but when they can afford it they get boots made by the local shoemaker. I asked the local shoemaker who was making for myself why these boots had gone up, and "First," he said, "the

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price of leather has gone up, and secondly the price of labour. I must pay my assistant shoemaker now more than I did 15 years ago. Those two things have caused the increase in price." As to mats and brushes, I do not see any increase in the cost of these. The men think they ought not to be charged with the cost of cleaning the barracks, and they compare their position with that of the Coastguards, who are supplied with certain things in the year. Buckets and brushes and Brook's soap, etc., cost about 4s. 6d. a month in 1901, and now about 5s., very little change. Now as to life insurance, I find a good many single men do insure for small sums, say, £100. They are paid when they go out at 25 years' service. Some hold on and pay all through, but a certain proportion when they marry have to drop it. I know that for a fact.

946. Mr. HEADLAM.—Have you formed any opinion as to the percentage of the general increase of the cost of living in Donegal?—I have, sir; I think it is about 25 per cent. That is the nearest I can go to it.

947. Mr. HEADLAM.—That is since 1900?—Since about 1900; in fact that is putting it at a low figure. A gentleman told me the other day that he built a house in Derry ten years ago and it cost him £850. His brother said to him, "I will build a house next year's of the same kind," and he got an estimate and the estimate was £1,150. I mention that to show the increase in the cost of labour. Now I will take up the question of allowances if you permit me.

948. The CHAIRMAN.—Yes?—The subsistence allowance does not always meet a man's expenditure, and I think an increase of that would be necessary. It has been suggested, I think, that it should be increased from 3s. 6d. to 4s. 6d. I saw an account entered by a man some time ago and it was quite plain that he spent more than 3s. 6d. a night and he was charging only for necessities, no drink or tobacco; and men absent in Dublin get 1s. more than in any other parts of Ireland. Now, the lodging allowance, it has been represented to me, is not sufficient; certainly it does not appear to be sufficient for married men.

949. Mr. HEADLAM.—What allowance is that?—The lodging allowance. They get £5 4s. 0d. a year, and as I told you the average cost is £10 16s. 8d.

950. That is the average rent of a suitable house?—Yes, £10 16s. 0d.

951. All through the country?—Yes.

952. It would be more expensive in the town districts and less expensive in the country districts?—Yes.

953. Mr. STARKIE.—What does the better class of house consist of in the way of accommodation?—I would take Letterkenny as an example. You have generally speaking four rooms, one on either side of the hall as you enter, with two corresponding rooms upstairs, that is four apartments, with a little porch at the back and a small garden.

954. Is there a kitchen in addition?—Yes, one of the rooms downstairs is a kitchen. Sometimes they have what is called a return. In a case which I know where they pay £10 they have only four living apartments and a scullery with a small bit of a garden 20 yards wide.

955. Mr. HEADLAM.—In the country districts £7 odd would be enough?—And it might not.

956. Is £10 the average of the whole county?—£10 16s. 8d. I think you very seldom get a house now for less than £8. The man who would get it would be very lucky. On the question of lodging allowance the total rent of barracks in my country is £1,490 and the total deduction for lodging in the country is £650, leaving a balance to be paid by the public of £840. When I was in County Clare I had a good deal to do with the formation of Protection Posts, of which there were a great many in my time, and I always considered it a hardship that the men in protection posts got no allowance in connection with that duty. I generally selected a senior man, and he took two other constables with him, and those men had at very short notice to establish what was called a protection post, and they had to buy utensils for

their own use out of their own pocket, and other sundries which ought to be paid for by the public. They had beds and bedding and tables and forms given by the public, but I think they always had a grievance in the want of cooking utensils.

957. No cooking utensils?—No cooking utensils, and they never complained once to me about it, and I think they should be given some compensation.

958. The CHAIRMAN.—To give something towards the mess and utensils where a protection post was formed?—Yes. And those men had often to go into quarters which, though ultimately made comfortable, were not so at first, and they behaved excellently and they cleaned out the place themselves because they could get nobody to do the work for them, and they often had to do the washing and cooking.

959. Mr. STARKIE.—How long would they be at a protection post?—A married man two months, a single man three months, and if a man was handy he might have to repair a window or repair doors. I think they ought to get an allowance of 1s. a night for seven nights. Three men for the post, and that would be 21s. for all.

960. Mr. HEADLAM.—There is an allowance for married men who are living under similar circumstances?—Yes, they get a separation allowance. I understand the object of giving it to a married man. He would get that at whatever station he went to. It was to compensate him for leaving home. The transfer is more expensive on a married man than on a single man, and I think that the 1s. was intended to cover that. Well, on the question of the messing of the men I had some difficulty in really getting what I might call reliable statistics.

961. The CHAIRMAN.—We told some of the men here that that was a matter that we would not enter into unless they wished to offer it?—I was just going to tell you some of the difficulty in arriving at correct facts.

962. As you are a County Inspector I thought you would like to know that we had told some of the men here that we would take such evidence if any man who was in the mess wished to offer it, but we did not propose to go into it?—Well, another allowance which I think would be a fair one to give is this. It presented itself to my mind a good deal in Clare. I was selecting constables that might be relied on to take charge of huts and stations which are rapidly formed or huts which are made permanent, and the constables would generally be on the verge of promotion and they got no charge allowance, and it is hardly uniform that when an acting sergeant goes there he gets a charge allowance, and he is replaced next day by a constable, who does the work just the same, and that constable gets no charge allowance, and I think the charge allowance should go for the duty and not for the individual. Then with regard to the extra duties which they perform, I heard evidence given by other witnesses and I need not elaborate it, but one small thing I may refer to is the collection of agricultural statistics. The men in collecting these statistics do not usually get mileage. They do not get marching money.

963. Mr. HEADLAM.—I asked one witness what duty he had under the Explosives Act?—The duty is performed by the Inspector of Explosives, and every county has got an inspector, who is a policeman, and he works commonly what is known as the rural districts. In the urban districts inspectors are appointed by the Local Authorities. The work is the supervising of the sale and the use of explosives in the county, and that work is performed generally by a sergeant who is appointed by the Home Secretary, but he is in touch with all the sergeants of the county; and they have to inspect what are called registered premises where explosives are kept and sold, and they must report to him the result of this inspection once or twice a year. If any breach of the law is observed they report that breach of the law to the Inspector of Explosives, and he takes action. They have to inspect the registered premises whatever happens, but as a matter of fact it very rarely happens that there is a breach of the law.

964. They get no extra pay for that?—No extra pay.

965. It is outside the scope of their ordinary duties?—Yes.

966. Mr. STARKIE.—The report of 1901 stated that the head constable or sergeant or acting sergeant in charge of a station should receive an allowance of 2s. per week as charge pay. The Committee were not aware that constables are sometimes put in charge of stations, and I am quite sure that if the Committee had been aware of it they would have included them. It was not realised that constables were in charge of stations. Each rank was mentioned that was supposed to be in charge, and it was intended to cover whoever was the responsible person at the station?—Well, in Clare we had only seven sergeants and we had more stations and posts than sergeants available for charge duty, and we had to supply a good many stations with constables. With regard to agricultural statistics, the men got subsistence allowance for absence in collecting statistics—that is by no means the hardest part of their work. When they come back to barrack they have to sit down and write a good deal, and prepare returns which must be accurate, and in fact a good deal of clerical work has to be done by them for which they get no remuneration.

967. Mr. HEADLAM.—Are they exonerated from police duties at the same time?—They are not excused from ordinary duty; they must perform the clerical work in their spare time.

968. Mr. STARKIE.—Is their subsistence allowance refunded to the Constabulary Vote?—It does not appear in the form of the accounts; it is paid in the ordinary way, but whether it is refunded I cannot tell at the moment.

969. Mr. HEADLAM.—The men earn something by marching money?—They do.

970. Have you any idea what sort of amount?—About three or four shillings a month, that is going to fairs and Petty Sessions.

971. And cycling allowances?—In County Donegal not very much. Of course, they get cycling allowance when a car would be otherwise employed. In the County Clare there was a good deal of cycling allowance, 17s. 6d. the winter tariff and 15s. the summer, but it is right to state that they used their bicycles in all weathers and on bad roads, and really when they got the allowance they had not much over.

972. They would take it out of their bicycles?—They would take it out of their bicycles, that I know; so that the allowance which is given in this way I would be glad to see increased. Now I may say something with regard to the employment of pensioners.

973. The CHAIRMAN.—Yes, quite so?—There are 184 pensioners in the County of Donegal. Of these 34 are employed in situations by other people, 68 are in business for themselves, and 82 are not employed at all.

974. What are the men in business?—Well, mostly farmers, and they might have a little small shop, or something of that kind.

975. But those who are in the employment of others?—They get such positions as sub-Postmasterships, but they are very few, sir, and positions as railway stationmasters and caretakers. That is very often an employment that they get. I have two cases in my own knowledge of men who are stationmasters on the Londonderry and Lough Swilly Railway, one at Letterkenny and the other at Burnfoot. They also, as I said, get sub-post offices, but the proportion is small, and I must say that there is one difficulty they have always to encounter, and that is, that they are all too old to get much. When a man is 45 or 50 there are not very many employments for him at that time, and most of the men unemployed are over 60.

976. Mr. HEADLAM.—I see in this memorial they say that "some time back the men of the Force were able to get employment, but now every man's hand seems to be turned against the unfortunate policeman, and no one would employ him." This comes from Donegal? Well, the proportion is small, as I mentioned to you.

977. Have you got anything to say about that?—It is a fact that they have a difficulty in getting em-

ployment. Undoubtedly, if an ex-constable or an ex-sergeant is up for an appointment against a local man he has a very poor chance.

978. Forty four per cent. are employed in Donegal?—I have down here that 102 are employed; that is, 55 per cent., and that would leave 45 unemployed.

979. And of those 45 a good many would be pretty old men?—Yes.

980. So that there is a good deal of employment?—Yes, the 68 I mentioned were in business themselves, and that is not employment by others. The proportion employed by others is small, only 34.

981. Mr. STARKIE.—What are the employments when they are employed by others?—I mentioned stationmasters and caretakers and sub-postmasters.

982. But in addition to that?—I can't think at present of any other things.

983. Have any of the pensioners applied for employment under the County Council?—Not to my knowledge. I have been written to by sergeants of other counties asking me to help them to get such employments, but they have not generally succeeded. In the old days a sergeant at Ballinasloe got a Petty Sessions clerkship.

984. Mr. HEADLAM.—And the same complaint was made before the Committee of 1901?—Yes. In that connection I may tell you what has come under my notice, that the land agitation has deprived the country of a good many persons who might employ the police in the old days. The old gentry are not now very well off, and they often employed men as caretakers, and that sort of employment is getting restricted. I made a note here about the men on pension since the 1908 Act. About 18 men have left on pension in Donegal without their completing their 30 years' service since 1908, and 19 have waited to complete the 30 years. I may mention, sir, in connection with that, that the 30 years' period is unpopular.

985. Mr. STARKIE.—Do you think that men have remained for 30 years who could have retired at 25?—Yes, I do. Sometimes some who have held on have done so for the sake of the education of their boys. With regard to promotion, would you like me to touch on that question of the "P" system? If I may say so, I think that I would recommend that men should not be allowed to compete under the "P" system until they have reached seven years' service.

986. What is the present time?—Five.

987. The CHAIRMAN.—This was entered into by Mr. Metcalfe in a general review of the administration, but you only want to touch on it?—This point entered into a portion of the information he gave us as to the general administration. We will be glad to hear it, but we don't want to discuss the question closely?—Very well, sir.

988. Mr. HEADLAM.—There is one question I should like to ask. How long has a man to wait for promotion?—Eighteen years as a rule.

989. They say a man has to wait in the ordinary course of events for any advancement eighteen years and more. Is that correct?—Eighteen is correct. For the past five years in my county of Donegal that has been the average. In Clare it was much lower.

990. Earlier than eighteen years?—Yes.

991. The CHAIRMAN.—We did hear from Mr. Metcalfe yesterday that the period of promotion varies in different counties. In some counties it was up to 21 and 22 years, and in others 15 or 16?—Yes.

992. Mr. HEADLAM.—He gave us the average of 18½ years?—Yes. 18 I found it to be in Donegal; in Clare it was shorter, but I could not give the figures. Of course we had younger men then. Then with regard to merit pay, it has been suggested to me by the men to make mention of that, and, if I may say so I think it would be a good thing if merit pay were given to men after they had reached 18 years. Very often a man, through no fault of his own, may not be promoted, and he may be otherwise a very good man. I think, sir, it is a very common thing to give them merit pay in England, and to give that, subject of course to their remaining zealous and efficient.

993. What sort of a merit pay?—One shilling a week, I think. I notice in some of the forces in England they give them 2/- a week, 1/- a week the first four years, and 2/- a week after.

994. After 18 years' service?—Yes.

995. Provided that the man had not been promoted?—Provided he is not promoted. When a man is promoted I would suggest to drop it, the same as the officers in the Constabulary. If an officer gets from the second to the first, and he has the star, he drops it as he gets promotion. With regard to the question of pay I would suggest that the maximum pay be reached earlier than at present. Of course I am not dealing with the increase of pay because that is a matter for the Committee, but I think the men are entitled to a substantial rise all round, and I think it would be a great benefit that the men should reach their maximum at about 18 years; 15 if possible, but 18 at the latest, because at that time a man is virtually at his best time in the service, and he can never be better, and if he is not a good policeman at 15 or 18 years' service, he will never be a good policeman. Most of the married men have long families. A man marries at 11 years' service, which is the average time in Donegal, and when he reaches 20 years' service he probably has, in the ordinary course of things, four or five or six children, and the education of those presses very hard on him, the education, the bringing up and feeding of them.

996. Have you not spoken to us about education?—I did, sir. It has been suggested in some places that the men get extra pay for other duties, but the only one of any importance for which they are paid is that of Weights and Measures.

997. The CHAIRMAN.—That is for a certain number of hours a day?—Yes. I will explain to you, sir. Weights and Measures sergeants before they can be employed as *ex-officio* Inspectors of Weights and Measures must pass a very stiff examination before they get their certificate from the Board of Trade. At present in Donegal there are 27 Petty Sessions districts, and the duty of verifying and inspecting the weights and measures in those Petty Sessions Districts is performed by eleven inspectors, all sergeants in the police.

998. How many standard copies are there in Donegal?—There is only one for the County of Donegal, and then there is a sub-standard for each of the Petty Sessions districts, that would be 27.

999. Then there are eleven sergeants?—Eleven sergeants, and I have to make such arrangements that one sergeant has to do about two or three Petty Sessions districts. Well, that is the only duty which they get any important emolument for.

1000. What do they get?—They get on an average, those men of mine, £10 per annum; that means less than £5 a district.

1001. Where did they get that from?—From the Reward Branch of the Constabulary Force Fund. I may mention in connection with that that in the year 1897 it was decided that the Fees for verification of Weights and Measures when collected by the sergeants should be sent by them to their own District Inspectors at headquarters, and then at the end of the financial year they get rewards according to the work that they have done. That means a good deal of hard work for them.

1002. Are they excused from ordinary duty when they are doing that work?—They are.

1003. And they draw subsistence allowance I suppose?—They would draw temporary transfer subsistence; it is generally 6d. a night. And they range over a good deal of the county. A man is transferred to a station from which it would be convenient to do the work. He is temporarily transferred there, and he gets 6d. a night.

1004. Are the fees pooled?—They are pooled at headquarters, and subsequently distributed according to the work done.

1005. Then there are some prosecutions under the Weights and Measures Acts?—Yes, sir, and the fines go to the same fund.

1006. At any rate it is not a charge on the public?—No, it is not a charge on the public. I have prepared a comparison of the pay of our Constabulary with that of the English forces. I know other witnesses have minutely gone into that. I have not had time to go into it, but I know that the starting pay of the Constabulary in England both rural and other is much higher than the starting pay in this country.

1007. Mr. HEADLAM.—Have you had any communication with those men who have left you for those forces after they have been there for some years?—No, sir, I have not.

1008. No communication as to how they have found the work in Birmingham, for instance?—I have not, sir.

1009. Because I should imagine that there is more work in Birmingham than in Donegal?—That is, of a kind. Of course, Donegal is a peaceful county, but we have had in the last nine months a good deal to do owing to the unrest, but in Clare I must say that the men work very hard. The work in Clare and East and West Galway is very hard.

1010. These two counties are rather exceptional?—Yes.

1011. You were in Carlow?—Yes, that is very quiet, but Clare and Galway are exceptional. I think I have now finished what I had to say.

Head-constable JOHN MOLSELD examined.

1012. The CHAIRMAN.—You are a head-constable stationed at Belfast?—Yes, sir.

1013. Brown Square?—Brown Square.

1014. How long have you been in Belfast?—I have been almost 14 years, sir. I went in May, 1900, but I have been a short time out of it, and back again.

1015. How long have you been head-constable?—I have been head-constable since the 1st December, 1904, that is nine years and three months.

1016. Were you promoted while in Belfast?—No, sir, I was promoted during the time that I was temporarily out of it.

1017. What county were you in when you left Belfast?—I went to the Co. Armagh, and was promoted there. I was promoted off the Clerk's List. And there is a rule as to all Inspector's clerk's that they must go out and take charge of a station temporarily for a short time. In Belfast there are no rural stations, and I was sent to the Co. Armagh with that object.

1018. Were you a clerk in Belfast?—I was, sir, when it came to my turn for promotion to the rank of head-constable.

1019. What service have you had altogether?—I have 31 years and 8 months.

1020. Are you a married man?—I am, sir.

1021. What is your native place?—Co. Donegal.

1022. Now, I think it is better to just ask you in the first place whom do you represent here?—I represent the Belfast head-constables, sir.

1023. And I think I will ask you to put in your own way what you have come here to say to us on their behalf?—Just before doing that, sir, with your permission I would say that a few minutes ago I got this handed to me (document produced). It is headed, "Evidence suggested by the head-constables of the R.I.C. Depot to be given at the More Pay Commission of 1914," and by direction of the Inspector-General, under whose notice I brought it I would respectfully ask you to allow me to read it. It will not take up more than 15 minutes. I may say, sir, that the other head-constables and myself concur in it generally. It reads thus:—"The head-constables say that they are underpaid, and that they have been neglected so far as legislation is concerned since the formation of the Force in 1836. In 1836 the pay of head-constables was £60, District Inspectors, £150; sergeants, £32 7s.; and constables, £27 14s. At the present time the pay of the first class District Inspector stands at £300, equal to 100 per cent. of a rise since 1836;

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Head-constable JOHN MOLSEED examined.

[Continued.]

the head-constable at £104, 73 per cent. of an increase: the sergeant at £83 4s., equal to 156 per cent. rise; and the constable's pay now stands at £72 16s., equal to 162 per cent. rise. The head-constables say that they are entitled to a rise of pay in the same ratio as District Inspectors at least, if not sergeants and constables, and complain that since 1836 all the legislation was more for the benefit of the other ranks both above and below the rank of head-constable. It is not an answer to their complaint to say that had the pay been raised in the same ratio as the District Inspectors' they would now have within £5 of a third class officer, when it is borne in mind that the third class District Inspector has only to remain about one and a half years in the third class grade. Even without promotion he rises in his 23rd year to £300 per annum plus allowances, which are pensionable, whereas the head-constable is finishing up his service after a hard and strenuous life's existence. The head-constables complain that the principles of economy were applied in a more non-sympathetic manner to them than to any other rank in the service, as evidenced by the following figures:—District Inspectors, 100 per cent. increase; sergeants, 156 per cent. increase; constables, 162 per cent. increase, while the head-constables only got 73 per cent. increase since the formation of the Force. The head-constables say they are bound to devote their whole energies of mind and body to their work, that they cheerfully do so, and, that having risen to the highest position in the non-commissioned ranks they prove themselves and claim to be the best of the middle class and consequently entitled to something more than food and lodging during life. They now ask for generous legislation which will place them above want while serving, and as to pension they claim a position which would enable them to rear respectable families, who in turn would be self-supporting and useful members of the Nation. The facts of the case are otherwise, and it is hoped at the eleventh hour their appeal will now be met in a generous manner. Had their original position been maintained at the same ratio of increase as District Inspectors, sergeants and constables, the pay of the rank would now be from £120 to £153 or £157 per annum. The first would be the same as the Junior Inspectors of the Dublin Metropolitan Police, and which would seem to be the intention of the Cabinet which originated the Force in 1836. There is no reason why the head-constable should not be on a par with the Inspectors of the D.M.P. They are drawn from the same class of men; and they bear responsibility at least equal to, but more irksome, than those officers. Was it want of zeal that left the head-constable with only 73 per cent. of an increase since 1836? The head-constables say no, but emphatically say that it was non-sympathetic and faulty legislation. In making this appeal the head-constables make no invidious comparisons, and they must not be taken as saying that the District Inspectors, sergeants or constables are over-paid. On the contrary they said that all ranks are entitled to a decent living wage, a wage which once and for all would banish discontent from all ranks of the Force. The head-constables merely mention those ranks as a logical argument. It may be said that the head-constables got a rise of pay in 1908. The public at large think so. The head-constables deny any rise of pay since 1883, but admit that some members of that rank got what might be called a bonus of £6 10s. per annum for a few years, some only for a few months. The younger the head-constable the more he got. The senior head-constables got nothing, and the juniors having attained their sixth year found themselves in the same position as they would have been if the aforesaid Act had not been passed. Can this be called a rise of pay for a purpose save that the Executive was put in a position to say that a rise was given in 1908. The head-constables say the domestic economy of 1883 is inapplicable now, that the cost of living, the tone, comfort and style of living has changed in all classes of the community, that the pay of all other police forces of the Kingdom, the Civil Service and the Army has been increased, that he is expected to show an evidence of respectability, not alone in his own official life, but also in private life of wife and children on

the pay of 1883. He says that he cannot do so, and, as a result, he is compelled, owing to the smallness of his pension, to seek employment on retirement of a class which brings in only a starvation wage at a time when his advanced years ought to entitle him to rest, after giving his manhood to the public service. The Depot head-constables send you this as their views, and would ask you to bring out all the above facts and figures, dwelling on the fact of 73 per cent. of a rise only since 1836, while the rank next above and the two ranks next below head-constable got 100 per cent., 156 per cent., and 162 per cent. respectively. They make the above suggestions which they believe to be good, merely as auxiliary to the views of the head-constables of the rest of Ireland. (Signed.)—J. O'Sullivan, Head-constable; P. Mac Govern, Head-constable; Thomas Manning, Head-constable."

1024. We have it recorded here that you represent the head-constables in Belfast? Yes.

1025. Now, we leave it entirely to yourself, Head-constable, to put your case in the order that you think will suit you best?—Very well, sir, thank you. To begin with, I have got the pay of a number of police forces across the water, in England and Scotland, and I have got ten of them, and those ten were all referred to and embodied in the Report of the Commission that sat in 1901. I have got the rates of pay of the same forces now in 1914 for the purpose of comparing them with the rates of the same forces in 1901.

1026. Mr. STARKIE.—The first one is the Aberdeen Force?—I have not got Aberdeen; these are from forces in England. I have got Manchester.

1027. The CHAIRMAN.—Take it in your own way?—I got these for the purpose of comparing the rates of pay now in 1914 with the rates of pay which existed in the same forces in 1901.

1028. Mr. STARKIE.—Liverpool Police Force seems to be the first?—I have got Liverpool. The first force I think on this list is Manchester, and I have arranged them in the order of rank—inspector, sergeant and constable in each case. In 1901 the inspectors pay in Manchester commenced at £111 and went up to £130. Now it commences at £130 and it goes up to £169, making an increase of 30 per cent. The sergeant commenced in 1901 at £91 and went up to £104. Now he commences with £106 12s., and goes up to £124 16s. That is an increase of 20 per cent, sir, and the constable commenced in 1901 at £67 12s. and went up to £80 12s. Now he commences at £72 16s. and terminates at £104. That is 29 per cent. increase.

1029. Mr. HEADLAM.—What is the strength of the Manchester Force?—I have not got that, sir.

1030. Have you got the population of Manchester?—945,609. The next I have got on this list is Newcastle-on-Tyne, and the inspectors' pay there commenced in 1901 at £117, and went up to £124 16s. Now it commences at £119 12s. and winds up to £145 12s. That is an increase of 16.6 per cent., and the Chief Constable's note at the bottom says—"the scale is under review."

1031. Have you got the numbers of the force there?—No, sir, I do not think I have. In Newcastle-on-Tyne the sergeant in 1901 commenced at £88 8s. and went up to £109 4s. Now he starts at £98 16s. and goes up to £114 8s. The increase there is only 4.76 per cent. Now I take the case of the constable. In 1901 he started at £62 8s. and went on to £85 16s. Now he starts at £70 4s. and goes on to £93 12s. That is 9 per cent. of an increase, and I would remark again that the scale of pay in this case is under revision. In Bristol the inspector started in 1901 at £114 8s. and went up to £130. Now he starts at £119 12s. and goes up to £145 12s.; 12 per cent. of an increase. The sergeant there started in 1901 at £91 and increased to £104. He commences now at £96 4s. and goes on to £111 16s., 7.5 of an increase; and the constable in Bristol started in 1901 at £62 8s. and attained a maximum of £85 16s. At present he starts at £70 4s. and goes up to £91. That is 6.6 of an increase there. In Edinburgh the inspector started at £120 and went up to £130 in 1901. He goes now

from £120 to £135, that is 3.8 of an increase, and there is a new scale recommended for constables commencing at 26/3 per week, and going up to 36/2 per week, which is at present under consideration. Going on to Lincoln: The inspector in Lincoln in 1901 commenced at £110 10s. and went up to £123 10s. Now he starts at £117 and goes up to £130. That is 5.26 per cent. of an increase. The sergeant at Lincoln in 1901 commenced at £88 8s. and went up to £101 8s.. Now he commences at £88 8s. as before and goes up to £104. There is only an increase of 2.71 per cent. there; and the constable in Lincoln started in 1901 £63 14s. and went up to a maximum of £83 4s. Now he starts at £65 and goes up to £85 16s., 2.12 increase. In Bradford the inspector commenced in 1901 at £109 4s. and went up to £130. Now he commences at £137 16s. and goes on to £163 16s., showing an increase of 26 per cent. The sergeant in Bradford commenced in 1901 at £83 4s. and went up to £110. In 1914 he commences at £107 18s. and goes up to £123 10s., showing an increase of 12.27 per cent. The constable in 1901 started at £62 8s. and went up to £85 16s. He commences now at £72 16s. and goes up to £101 8s. There is an increase in his case of 12.35 per cent. In Cardiff the inspector in 1901 commenced at £117 and went up to £135 4s. He commences now at £124 16s. and goes up to £150 16s., 11.53 per cent. of an increase. The Cardiff sergeant in 1901 commenced at £93 12s. and went up to £104. In 1914 he commences at £101 8s. and goes up to £117, making an increase of 12.5 per cent. The Cardiff constable in 1901 started at £67 12s. and increased to £83 4s. Now he starts at £72 16s. and terminates at £96 4s. The increase there is 15.62 per cent. The Sheffield inspector commenced in 1901 at £115 going on to £161 4s. Now he starts at £130 and goes on to £176 16s., 9.6 per cent. increase. The sergeant in Sheffield in 1901 started at £93 12s. and he went on to £109 4s. At presents he starts at £107 18s. and goes up to £120 18s. The constable in Sheffield commenced in 1901 at £70 4s. and ended at £85 16s. Now he starts at £72 16s. and ends at £101 8s., making an increase of 18.18 per cent. I should have said that the increase per cent. in the case of the sergeant was 10.25. In Liverpool in 1901 the inspector started at £135 and went up to £165. He starts now at £145 and goes up to £170. The increase is 3.03 per cent. The sergeant in Liverpool in 1901 commenced at £70 4s. and ended at £109 4s. He commences now at £109 4s. and goes up to £130, an increase of 19.04 per cent.

1032. Mr. STARKIE.—When was that increase given?—The rates of pay of the Liverpool Force were fixed as follows, sir:—the rates of pay for inspectors came into operation on the 2nd February, 1912, and the rates of pay for sergeants and constables came into operation on the 2nd February, 1914, the present month. In the case of the constable, in 1901 he commenced at £57 4s. and went up to £85 16s. Now he commences at £78 and goes up to £104. 21.02 per cent. increase. A sub-inspector is something peculiar to Liverpool. He started in 1901 at £85 and went up to £135. He starts now at £140 and ends at £140. In Glasgow in 1901 the inspector started at £104 4s. 6d. and went up to £122 7s. 4d. He commences now at £125 and goes up to £156, making an increase of 27.47 per cent. The Glasgow sergeant in 1901 started at £90 2s. 8d., and went up to £98 7s. 4d. He now starts at £101 12s. 4d. and goes up to £115 5s. 4d., an increase in his case of 17.18 per cent.

1033. Is that Glasgow case a recent increase?—I do not see it on the tabular rates of pay. It is not in the list, but I had a note on the sheet in front saying from the 1st June, 1913, so I must have got it some place. The Glasgow constable commenced in 1901 at £65 and went up to £85 16s. He commences now at £71 5s. 8d. and goes up to £97 1s. 4d., an increase of 13 per cent. I refer specially to Glasgow, because in the Report of the Commission of 1901, on page 21, Glasgow is specially compared with Belfast as being in close proximity to Belfast, and similarly circumstanced as regards business.

1034. Mr. HEADLAM.—Have you the number of police in Glasgow?—No, sir, I have not. Now, sir, in a communication I got from Manchester it is

stated that some time ago they had an allowance of 2/6 a week. It is headed "present rent and travelling allowance," and the allowance is 2/6 per week to all ranks, inspector, sergeant and constable. When the scale of pay was last under revision in Manchester that 2/6 was abolished as an allowance, and in lieu of it was given 5/- additional pay. It was actually 2/6 a week given to the men, but the change meant 3/4 weekly in the pension. It was calculated for pension purposes.

1035. The CHAIRMAN.—Do you mean that was called a travelling allowance?—The scale is headed—"present rent and travelling allowance," 2/6 to all ranks, inspectors, sergeants and constables.

1036. That was done away with?—That was done away with and they were given 5/- instead, and that has the effect of giving them 3/4 a week for pension.

1037. Has that occurred in the case of any of the other additions to pay?—I cannot just say now that I have observed a similar arrangement in any of the others, but I have noticed that in connection with Manchester.

1038. Would they have told you that in the other places?—I do not know, sir, I do not quite understand.

1039. Here they are given 5/- increase of pay, and they have abolished the 2/6 allowance. In other cases where they have given an increase of pay, is there any mention of an allowance having been abolished?—I do not remember, sir, that there is, except in the case of Manchester. There may have been, but I rather think not, sir.

1040. Coming to your own pay and your own rank of head-constable the paper you have read states that there was no increase given in the maximum rate of pay of the head-constables' rank since 1883?—The only change made by the Act of 1908 as regards the head-constable's pay was to abolish the £91 rate, and make their initial pay £97 10s. instead, and to give the head-constables a maximum pay which previously existed as maximum also of £104 at five years' service in the rank instead of six as previously.

1041. What alteration was made in 1883?—I do not know as to 1883.

1042. When was the last alteration made?—In 1908.

1043. The last alteration before that?—Prior to that there was an alteration in 1883.

1044. What did they give?—They gave £3 a year. Prior to that the head-constable had £91 as a maximum, with the addition of £10 good service pay, making £101. After the passing of the 1883 Act he went on to £104 as a maximum.

1045. Mr. STARKIE.—The head-constable of the first-class had £91 with an extra rate of £10, bringing it up to £101, and the second-class head-constable had £83 14s., and with the extra rate £93 14s.?—The extra rate was £10 a year, and that came to each of the head-constables in their turn. As one man drawing it retired another man got it, I understand.

1046. The CHAIRMAN.—Did that still obtain after the Act of 1883?—No, the ranks of the first and second head-constable were abolished in 1883, and instead of that there was substituted a scale of pay of £91 going up after three years to £97 10s., and after a further three years to £104.

1047. That was general to all head-constables?—That was to all head-constables; there was no first or second.

1048. Mr. HEADLAM.—The head-constables got all round what had only been given to a few before?—That is so, sir, but prior to that any man attained £101 if he lived long enough in the service to get to be first class.

1049. Did every man get the £101?—No, because a lot of head-constables did not wait for it.

1050. The CHAIRMAN.—The reason I have taken up so much of your time with this is because this specially was referred to in the Memorial. Now, go on to the question of pension?—At present the head-constable cannot get more than two-thirds of his pay as pension, that is, £69 6s. 8d.

1051. Mr. HEADLAM.—How many years has he to serve to get that?—He has to serve 29 years to get that, and he has to serve a certain number of years

in the rank; he must draw pay for a certain number of years in the rank. He must draw a pay of £104 before he can get pensioned on that pay, but once he does draw it he can get pensioned on it, provided he joined before the Act of 1883. If he joins since the Act of 1883 he must have drawn the pay three years prior to his retirement in order to get it.

1052. He cannot get two-thirds pension unless he has 29 years?—29 years. The increments are one-fiftieth of a man's pay for each complete year's service of 15 to 20. He commences to be pensioned in 15 years, in ordinary course. At 20 years' service the increments are doubled and he gets two-fiftieths each year up to 25. That gives him thirty-fiftieths up to 25. From that he reverts to one-fiftieth each year afterwards.

1053. The CHAIRMAN.—He reaches the maximum at 29 years' service?—At 29 years' service he has two-thirds. At 28 years' service he has 33-fiftieths; that is slightly under two-thirds, and he must go on to the 29 years to attain it. That is what he has been drawing previous to his retirement. He loses one-third of his pay and all his allowances, and then if he has a family he must go out into the labour market and look for something to do.

1054. And he has very considerable difficulty in that sometimes?—He frequently has to compete in looking for a position with men who have, perhaps, served under him as sergeants and constables previously, and employers too, are very liable to ask pensioners to work for smaller wages than other people, because of the fact that they have pensions. So far as Belfast is concerned, which I specially represent, it is very difficult for police pensioners to get employment.

1055. Mr. HEADLAM.—You think it is more difficult in Belfast than elsewhere in Ireland?—I am afraid it is a general complaint.

1056. There are no political reasons in Belfast, are there? Not exactly political reasons, sir, but all over you will find sections of people who may be sectarian or otherwise, but generally like to keep things to themselves.

1057. And does that apply to Belfast?—That applies to Belfast from a certain point of view, just as much as it does to any other part of Ireland; not perhaps from the same point of view in Belfast, but the result is the same. I know some pensioners myself working in Belfast for about 9/- and week, and so far as getting any employment from the City Council there goes. I know only of three pensioners employed by the Council. The police work of Belfast is very difficult. It is a place where there is continual danger of parties getting into conflict. There is a very large working population, rather impetuous and difficult to manage, sometimes very difficult to manage, and there isn't very much the appearance in Belfast of police from any other part of Ireland, and for a number of years the police in Belfast have to do the work of Belfast no matter what may happen. That is, they get no police assistance from other counties. Sometimes we have the military assisting us, but not outside police. Then we come down to the wages of those people who live in Belfast amongst whom the police have to live. Those people earn big wages, and the police have to live amongst them of course, and purchase at the same prices as they pay. Their wages, too, have all gone up. In 1901 a plater had £1 19s. a week, now he has got £2 6s. 9d. I may say in connection with this that I took the figures in the first column from a copy of a letter which appeared in the Report of the Commission of 1901. It was a letter from Messrs. Harland and Wolff to the Secretary of the Commission, and I have got a second head—"weekly wages in 1912," and I got that from a Board of Trade Return which I got from a gentleman in an official position in Belfast, and in order to bring the wages down to date, down to 1914, he told me that I might add a halfpenny an hour on to that for the period between 1912 and 1914. The weekly hours of work in Belfast are 54. Rivetters in 1901 had £1 16s., and now they have £2 1s. 3d.; joiners in 1901 had £1 18s. 3d.,

now they have got £2 2s. 9d.; smiths in 1901 had £1 15s. and now they have got £2 1s. 3d.; shipwrights had £1 18s. 3d. in 1901 and now they go up to £2 2s. 9d. and £2 5s. I find that I have bracketed that, and I don't know why, but I suppose there are two rates of pay at present. Painters had £1 16s. in 1901 and now they have £2 0s. 6d.

1058. Mr. STARKIE.—Do you know are those recent increases?—I do not know, sir.

1059. You do not know when the increases took place?—Sometime within the last two years. This gentleman told me I must add a halfpenny an hour for the period since 1912.

1060. But you do not know what time the actual increases that you have given took place? No, these were published in the book and now I am adding on a halfpenny an hour. Moulders in 1901 had £1 18s. and £2, and now they have £2 4s. 3d. Cabinet makers in 1901 had £1 19s., and now they have £2 4s. 3d.; iron turners, £1 18s. in 1901, and now £2 2s. 3d. General labourers, that is shipyard labourers, in 1901 had 18s. 6d. and now 21s. 3d. Carters in 1901 had £1 a week and now they have £1 6s., and the bakers in 1901 had 30s. and now they have 36s., but in 1901 they worked 60 hours a week, that was 6d. an hour, and now they work 48 hours for £1 16s. 0d. That works out at 9d. per hour. That was an increase of 50 per cent. in their case between 1901 and 1914. The police, of course, must buy in the same market with those people and pay the same prices. They are not very provident, some of them, and they do not mind what they pay, and, of course, a policeman whose pay is limited compared with the pay of those people finds it very difficult to compete with them in the matter of prices.

1061. The CHAIRMAN.—Now you mean the prices for housekeeping necessities?—Yes, housekeeping necessities. These people go out after getting their wages on Saturday night and spend £1 or 30s. and think nothing of it.

1062. But after all there is a great deal of competition in the City of Belfast amongst shopkeepers and providers of provisions?—There is, but you find if you go from one place to another that you pay much the same, you will find they all resolve themselves into rings with respect to the commodities they sell. You will find that to a considerable extent in Belfast. The rent paid by a head constable in Belfast (and a number of the head constables in Belfast live out of barracks) is another heavy item. Thirteen of the head constables in Belfast lodge out; they do not live in Barracks. Of that number one man pays £15, one pays £17; three pay £18 each; one pays £20; two pay £22 each; three pay £24 each; one pays £25, and one pays £30. The average rent paid by the head constable is £21 6s. 2d. I may mention here that the average rent, referring to all ranks in the district in which I am serving is £17.

1063. Mr. STARKIE.—What accommodation is there is a house at £30 a year?—Well, you would probably have a little garden in the front, fenced with an iron railing and gate, to grow a few plants and flowers in and in front you would get a sitting-room with a bay window and at the back of the sitting-room there would be a kitchen. The sitting-room would probably be about 14 or 15 feet by 12, and at the back of that you would have a kitchen, that is at the back of the sitting-room you would have the kitchen with a close range and the hot water arrangement. You would have a staircase up from the hall, and at the first turn of the stairs you would have a return room going out over the scullery at the back, and a bath and a closet, and underneath and at the back of the kitchen you would have the scullery; and you would have two or three bedrooms upstairs.

1064. The CHAIRMAN.—A two-storey house?—A two-storey house; and you would have a yard at the back.

1065. Mr. STARKIE.—What class of accommodation would be provided for the lesser rent?—Well, a smaller house built somewhat in the same style. Perhaps there would not be a bath in a house of £15 rent or hot water.

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Head-constable JOHN MOLSEED examined.

[Continued.]

1066. The CHAIRMAN.—Locality has something to do with it?—Locality has something to do with it. You won't get a decent house to live in in a decent locality under £18, that is one in which a policeman could live.

1067. Mr. STARKIE.—Does the head constable pay that £30 out of his pay?—He must. I don't know whether he has a private income himself. I got these figures from the head constable. In connection with that, I think the lodging allowance is small having regard to the amount a man pays.

1068. Mr. HEADLAM.—Do any of them live in flats in Belfast?—The police, sir?

1069. Yes? Are there any flats provided by the Corporation or any public people?—No, sir; there is only one place where there is a flat, where really poor people live in it.

1070. It is nothing like the London ones?—No; a sort of archway going into the back and there is a verandah upstairs, and you will go into one door after another. That is the only place I know in the city. I have got an account here of a married man for the month of January, this last month, sir. I have the details of the account, and I may say it is my own case, and I am quite sure it is correct.

1071. The CHAIRMAN.—What family have you?—I have one daughter and my wife and myself. I live in barracks. I pay £10 8s. a year for that.

1072. There is a deduction for lodging allowance?—There is 3s. a week allowed for married men in Belfast. As regards the single men I don't know whether I should mention it or not, but I asked one man for a statement and he gave it to me. He is a very careful, sober, correct man, and he would not spend anything that is unnecessary, and he puts down these items. (Witness reads figures or an account). This makes £2 14s. 9d. Then he adds deduction for barrack accommodation, 4s. 4d.

1073. Of course, we have not refused to take these details, but we have not asked for them?—Perhaps I am trespassing too far with the details, but I have no objection to mention to you so far as I am concerned, that makes £2 19s. 1d., and the cost of that for 11 months is £32 9s. 11d. He puts down 11 months because he allows himself a month's leave. Then he adds each year a suit of clothes, £2 10s., and he puts down a moiety, £1 10s., for an overcoat, calculating that it would do him two years. Then regulation boots, £1 5s. 6d. Well, a pair of regulation boots in Belfast will cost 21s., and the balance of the £1 6s. 0d. he allows for repairing the regulation boots. He allows himself one pair of toecap or dress boots for two years, and he puts down half the cost, 11s. 3d., as the price would be 22s. 6d., then that is 46s. Then shirts and underclothing, £1 10s. Church dues, £1 7s. 6d., and incidentals £1. Then he adds for his holiday, one month's board, etc., £4 10s., travelling expenses for the same purpose, £3, making £7 10s. for his holiday. That makes a total of £18 8s. 9d., and that added to £32 9s. 11d., makes £58 18s. 8d. He is a man of between 15 and 25 years' service, and he draws £70 4s. In addition to that the men have to pay a good deal for cleaning the barracks. In my station we have three servants and they have to pay about £4 amongst

the men in Mess for extra coal, and pay 16s. or thereabouts monthly for cleaning the windows. The house is four storeys high and the men could not possibly clean the windows themselves, and have to employ professional window cleaners, and they have to pay for extra coal and gas, which would probably run to £2 10s. or £3 distributed amongst all the men in the quarters. Some of the gas is paid for by the public in the barrack and more paid for by the men themselves.

1074. Mr. HEADLAM.—Are they allowed so much gas?—There is an allowance of 30s. a month in Belfast, in Browne Square.

1075. Mr. STARKIE.—How much is the actual expenditure over the allowance?—Coal runs usually in the winter months to £4 over the allowance, and the gas I am not quite sure of, but I take that it would run about £2 10s. or £3 amongst the single men. That is divided among the number of men in mess. Now, sir, I refer to the general increase which has taken place during the recent years. I took it from the Board of Trade Return. The increase in food and coal spread over the average of six Irish towns between 1905 and 1912 was 15 per cent. In Belfast it was 13.7; and from 1896 to 1912 the increase in food prices for the same six towns amounted to 25 per cent. The increase in the cost of food from 1905 to 1912 in Belfast was 11 per cent., and the increase in the price of coal between 1905 and 1912 in Belfast was 33 per cent. Rents do not appear from the Board of Trade Return to have increased so far as Belfast is concerned between 1905 and 1912, but between 1912 and the present time rents have gone up and are going up very rapidly.

1076. What is the cause of that within the last two years?—Well, I think, sir, one reason is that they are not building; there is a stagnation in the building trade in Belfast; it is practically at a stand still. When I went to Belfast in 1900 there were something like ten thousand vacant houses in the city, and to-day, I could not say for certain, but perhaps there are not 600 vacant houses in the city, and a good deal of the slum areas have been pulled down by the Corporation and that has lessened the number of small houses, and the cost of building materials has gone up, and for other reasons the builders are standing still, more or less, and the result of that is that when a house becomes vacant two or three are looking for it, and that being so the agents are anxious to grab up all the rent they can for the owners. One head constable told me about the case of an ex-sergeant living opposite him in the same street. He lived a long time in it and he had the house for £18 a year. A short time ago he left the house, and the moment he did a man came in and paid £24.

1077. Are houses taken by the year?—Some by the year and some monthly. In the case of the small houses they are taken weekly. They commence at about 3s. 9d. for a small house, a house where you go in straight from the front into the kitchen, and then they go on to 4s. 6d. and 4s. 9d. and 5s., and so on, and when you get a £25 house it is paid for by the quarter generally; houses below that are paid by the week.

The Committee adjourned.

THIRD DAY.—THURSDAY, FEBRUARY 26TH, 1914.

At No. 5, Upper Castle Yard, Dublin.

Present:—The Right Hon. Sir DAVID HARREL, K.C.B., K.C.V.O., I.S.O. (Chairman); Mr. MAURICE F. HEADLAM, Treasury Remembrancer; Mr. ROBERT F. STARKIE, R.M.; and

Mr. JOSEPH BRENNAN, *Secretary*.

Head Constable MOLSEED further examined.

1077A. The CHAIRMAN.—The last subject you were dealing with last night was the question of wages of various labourers and artisans?—Yes.

1077B. I think you have given us a list of the riveters?—I have, and other workers.

1078. Workers in the Dock Yards principally?—Yes. You asked me about a £24 house in Belfast yesterday and in the description I made one omission. I gave you the house as a two storey house. Usually in a house of that rent in addition to what I gave you there is an attic or garret at the top, with a skylight or window, that is used sometimes for a sleeping-room when a large family occupies the house, or for a lodger, and in other cases it may be used for stores. Then there was another matter in reference to my own bill. I should have added that the amount I gave you did not include anything for clothing for my family, nor for boots or clothing for myself or family nor for underclothing, nor for a holiday.

1079. What was the amount of the bill you gave us?—£7 4s. 2d.

1080. A month?—For the last month, for the month of January.

1081. And what do you propose to add to that for those different subjects which you have now mentioned?—Well, I do not propose to add to the amount of the bill, but I mention these things in connection with it to show that these things were not included in it, nor did I include anything for a holiday nor anything in the shape of contributions towards a church. Now, sir, I have a few more particulars of workers and tradesmen of one sort or another that I want to give you the wages of, also. The wages of railway workers in Ireland in 1905 amounted to 19s. 2½d. weekly.

1082. Mr. HEADLAM.—Is that the average over the whole of Ireland?—Yes, sir, the average wages paid the workers in Ireland.

1083. The CHAIRMAN.—What is that taken from?—I took it from the Board of Trade Returns. And the average of wages paid to railway workers now is 20s. 9d.

1084. When you say railway workers you mean porters?—I think it includes that class.

1085. And linesmen?—I am not quite sure what it includes. I take it from the Board of Trade Returns as I find it, and I think it includes these occupations.

1086. Mr. HEADLAM.—From Command Paper 6955*?—I took it from a copy of that. And the wages of farm labourers taken from the average of 14 farms in Ireland rose 14 per cent. from 1900 to 1912.

1087. The CHAIRMAN.—That is also from the same book?—From the same book, sir. Now, sir, coming to the wages of mill workers in Belfast, in 1904 a fitter got 35s. per week and in 1913 he got 41s. The wage of a rougher in 1904 was 20s. per week and in 1913 it was 24s. Carpenters employed in mill work got 35s. in 1904 and 41s. in 1913. Carters in 1904 got 21s. and in 1914 got 26s. Spinners (those are females) in 1904 got 9s. and in 1913 got 13s. Then I have the wages of some of the Corporation employees.

1088. What is the list that you have given us taken from?—From a gentleman in the concern, signed by himself.

1089. In what concern?—In the mill from which the figures are given.

1090. Is there any objection to mention the mill?—I don't know whether the mill people would like it or not.

1091. Mr. HEADLAM.—At any rate it is one particular mill in Belfast?—Yes.

1092. And a big mill?—A big mill; and it is signed by the gentleman who gave it. Coming down to the

Corporation employees' wages, the tram conductors in 1906 (prior to that the tramway was not the property of the Corporation) commenced at 19s. 4½d. a week (the wages are based on so many hours) and he went up to £1 11s. 0d. In 1914 he commenced at £1 1s. 3d. and he goes up to £1 16s. 2d. The motor man gets the same wages. Scavengers in 1901 got 18s. 6d. a week, and now they have £1 1s. 6d. The street inspector, the man who looks after them, in 1901 had £1 7s. 6d. and now he has £1 10s. 0d. The Fire Brigade men in 1901 had £1 10s. 0d., and I have been informed that they are getting as wages £1 14s. 10d., commencing from the 1st of April next.

1093. Do you know if they take any deduction for pension from employees of the Corporation of Belfast?—I am not quite sure, sir, but I think not.

1094. They get a pension after 7 years' service?—I think they get some small pension; I am not quite sure on that point. The Treasury Remembrancer yesterday asked me about the police forces in some towns in England. I have got the figures. In Manchester there are 1,394 policemen: Bristol, 601; Liverpool, 2,236; Lincoln, 62; Sheffield, 583; Glasgow, 1,996; Edinburgh, 626; Newcastle-on-Tyne, 395; Cardiff, 289; Bradford, 443.

1095. Those figures are more recent than this Return of Police for 1913†?—They are taken from a book published in August, 1913.

1096. From a Blue Book?—No, a book I got from a sergeant who is here.

1097. The CHAIRMAN.—Very well then, go on?—Now as regards the increase in prices, here are two milk bills, one dated August, 1906. The milk then was 2½d. a quart, and this other bill was last month and I paid 3½d. The list for bread I got from one of the bakeries in Belfast, the Ormeau Bakery, it only goes back to September, 1906. The 2 lb. loaf then was 2½d. It went up to 3½d. in April, 1909. It came down again in March, 1911, to 2½d., and in June, 1912, it was up to 3½d. again. In March, 1913, it came down to 3d. the 2 lb. loaf, and it has remained at that since. That is from the Ormeau Bakery, Belfast. As regards meat, sir, the price in 1901 was 9d., and in 1914 it is 10d. and 10½d. Chop in 1901 was 9d., and in 1914 it went up to 10d. and 11d.; steak in 1901 was 9d., and now it is 11d., and boiling meat in 1901 was 6d. and now it is 7d. Stewing meat in 1901 was 6d. and now it is 7d. and 8d. I got that from a butcher whom I deal with, and he signed it. As regards coal, Arley coal in 1901 was £1 2s. 0d. a ton and in 1914 £1 7s. 6d. Imperial Arley in 1901 was £1 and it is now £1 6s. 6d. Scotch coal in 1901 was 17s. 6d. and now it is £1 3s. 6d. Clothing between 1905 and 1912 went up in prices as follows:—Men's and women's clothing by 12.1 per cent.; bespoke clothing, 12.1 per cent.; ready-made clothing, 9.3 per cent.; underclothing, 14.6 per cent.; and boots went up by 16.6 per cent. The last item I got from local information in Belfast, that comparison of the prices for boots. The rise was from 18s. a pair to 21s. The other information I got from the Board of Trade Returns.

1098. Mr. HEADLAM.—Are those imported boots or locally made boots?—Locally made boots. They were 18s., and they are now 21s.

1099. The CHAIRMAN.—Machine made boots or hand made?—Hand made.

1100. How long do they last?—A man is not depending on one pair; he usually has a good pair and a worse pair. I can knock two years out of a pair myself by getting them mended.

* Cd. 6955 (1913). Report of an Enquiry by the Board of Trade into Working-Class Rents and Prices, together with the Rates of Wages in certain occupations in Industrial Towns of the United Kingdom in 1912.

† HC. 76 (1913). Police (England and Wales), 1912.

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Head Constable JOHN MOLSEED further examined.

[Continued.]

1101. And having two pairs going at the same time?—Going at the same time, yes. Butter went up from 1s. 2d. in 1901 to 1s. 3d. and 1s. 4d. in 1914; bacon from 8d. in 1901 to 1s. in 1914; cheese from 7½d. to 9½d. Eggs per doz. from 1s. 2d. to 1s. 6d. (and they sometimes go even over 2s. a dozen in Belfast); oatmeal per stone rose from 1s. 6d. to 1s. 10d.; wheatmeal, from 1s. 4d. to 1s. 8d.; whole meal, from 1s. 4d. to 1s. 8d.; soap per stone, 2s. 8d. to 4s. 4d.; jam, the 2 lb. pot, all round, from 7d. to 9d.; sugar per stone, 1s. 9d. to 2s. 2d.; tea per lb. from 1s. 9d. to 2s. Of course, tea varies not so much in price perhaps as quality. They square up the price by altering the quality somewhat. Then I refer to the rise in the price of foodstuffs generally. I have got a list of 23 articles for a series of years, showing the increase from one year to the other. The year 1900 was taken as the standard year, and the prices of the 23 articles taken are represented by reference to the figure 100 as the standard in that year. Going back to 1896 the price stood 91.7. I take 100 as the standard. Going back to 1896 the figure stands at 91.7. Coming downward from 1900 there is a gradual increase. I need scarcely trouble you with that.

1102. The CHAIRMAN.—What does it stand at now?—It stood in 1912 at 114.5.

1103. Mr. HEADLAM.—Is that the figure from the Board of Trade Book?—Yes. It gives bread, flour, rice, tobacco, oatmeal, potatoes, beef, mutton, pork, bacon, milk, butter, eggs, cheese, tea, coffee, cocoa, sugar, jam, treacle, marmalade, currants, raisins. These are the commodities, sir.

1104. The CHAIRMAN.—Now, the Board of Trade derives that information from a comparison between the prices at that time and their Returns in 1900?—I think I read it in the book that they derived the information from traders locally.

1105. As regards the year, they derived their information from inquiries made in the year 1900?—I presume they did.

1106. Is the date of their Return 1900?—No, the date of their Return is 1912.

1107. Mr. HEADLAM.—The figures you quote come out of this book of 1913?—1912 I think it was.

1108. The CHAIRMAN.—You say you got the particulars of 23 commodities?—Yes, sir.

1108A. And you give the rise between the years 1900 and 1912?—That is so. I take 100 as the standard for the year 1900.

1109. Your calculation is made from information which is obtained in the year 1900. It must be if there is a comparison?—It must be if there is a comparison.

1110. Very well, you start from that as a datum?—Yes.

1111. I believe the information derived in 1900 as regards Ireland was for all Ireland and the information in the Board of Trade Return for 1912 was derived from Returns received for five cities, and I wanted to know whether those were the two Returns that formed the foundation of your information and comparison?—Well, I am not quite sure, sir, as regards that point, because I just extracted from the printed page as I got it, but I think it is made up from information of the United Kingdom as I understand it. Then, sir, in addition to the rise which this showed, this brings it down to 1912. Of course, the increase is going on still as I understand, and in addition to the increase the standard of living is keeping up also during those years; which makes a further difference. Now, sir, I propose to go back to those cities I mentioned yesterday in regard to which I gave the rates of pay.

1112. Mr. STARKIE.—Before you leave the question of the cost of living, is the cost of living in Belfast much higher than in the country districts in Ireland?—It is, sir. Speaking from my own knowledge, some things you can get in Belfast are not dearer, but things which are brought in from the country, such as butter and eggs, are dearer, and milk is dearer. Meat comes somewhat dearer; they bring it from the Southern and Midland counties.

1113. On the whole, is living dearer in Belfast than in the country?—On the whole it is. The cost of living in Belfast is practically the same as in Dublin.

Honse rent in Belfast is not so dear as Dublin, but other things make up for that. Going back to those English and Scotch cities, I wish to compare the cost of living in those cities with the cost of living in Belfast. I take this from another table in the Board of Trade Return, and in it they put down the cost, including rent and food and coal all put together. They take London as represented by 100. Taking the cost of living in London as being represented by 100, Belfast stands at 92; and then there are the cities that I mentioned yesterday.

1114. The CHAIRMAN.—Just name the cities and what they stand at, taking the standard at 100?—Manchester stands at 88, that is 4 per cent. cheaper than Belfast; Newcastle-on-Tyne, 95, 3 per cent. dearer; Bristol 86, 6 per cent. cheaper; Edinburgh and Leith together 96, 4 per cent. dearer; Lincoln 87, 5 per cent. cheaper; Bradford 90, 2 per cent. cheaper; Cardiff 92, that is equal to Belfast; Sheffield 87, 5 per cent. cheaper; Liverpool 89, 3 per cent. cheaper; Glasgow 93, 1 per cent. dearer; Dublin 93, 1 per cent. dearer. I did not mention Dublin yesterday, but I mentioned that for a reason which I will explain just now. The reason I mentioned Dublin was this. I have been asked by the head constables in Belfast to ask that the same rate of pay be given to the head constables of Belfast as is given to the Dublin Metropolitan Inspectors. The duties of a head constable in Belfast are practically the same as those of the inspectors in the Dublin Metropolitan Police.

1115. Mr. STARKIE.—The inspectors in Dublin receive apparently from £120 to £160?—They do, sir, I understand. The Belfast head constables do practically the same duties as the Inspectors in Dublin.

1116. Mr. HEADLAM.—How many officers have you over you in Belfast?—The Commissioner and 7 District Inspectors; and then there are 28 head constables.

1117. How many sergeants?—I am not quite sure; I think about 140, but I am only speaking from memory. The head constable does an average of 8 hours a day in Belfast. I may say, sir, that in each district in Belfast there are four head constables, three for outdoor work; three for supervision, and the senior head constable assists the District Inspector.

1118. Mr. STARKIE.—Assists him in what way?—Well, sir, he makes inquiries for him when necessary, he attends inquests and attends the Police Court and does anything else that is required.

1119. Not in the office?—Not in the office; they have two clerks, but, of course, he acts for the District Inspector in his absence. The duty in Belfast is divided into three Divisions, called the First Division, Second Division, and Third Division.

1120. The CHAIRMAN.—Are you now referring to the tours of duty when you say divisions?—Yes, sir, the 24 hours is divided into three Divisions; they are called Divisions. The First Division covers from 6 a.m. to 6 p.m., the Second Division from 6 p.m. to 11 p.m., the Third Division, or night duty, is from 11 p.m. to 6 a.m.

1121. You said the head constable does 8 hours' duty?—An average of 8 hours.

1122. Of course there are three Divisions in the way of describing, but what hours exactly do the men do?—The men do the same except that for the purpose of the First Division it is divided into three reliefs. The First Division is 12 hours, from 6 a.m. to 6 p.m., and it is divided into three reliefs for the constables and sergeants. So far as the head constables are concerned, each head constable of the three working head constables supervises one of the Divisions of duty and they take the Division in rotation for a month.

1123. Perhaps in order that we may not have to refer to it again, I may ask you now about this. You say there are three Divisions?—Three Divisions, yes.

1124. The first is from 6 a.m.?—To 6 p.m.

1125. The second?—From 6 p.m. to 11 p.m.

1126. And the third from 11 to 6?—Eleven to six.

1127. That duty from 11 to 6 is continuous?—Continuous, save that the men get about 20 minutes off for coffee.

1128. That is seven hours?—Yes.

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Head Constable JOHN MOLSEED further examined.

[Continued.]

1129. Now a man goes on at 6 a.m.; when does he come off?—At 9 a.m.

1130. The next relief?—From 9 to 3.

1131. And the next?—The man who did the first does the next.

1132. That is he comes off at six?—Yes, he does the duty from 6 to 9 and from 3 to 6.

1133. That is 6 hours each?—Six hours each for the men, but the head constable is not relieved by that.

1134. You told me the head constable had 8 hours?—Yes.

1135. Well, the evening man has from 6 to 11?—Yes, sir.

1136. That is 5 hours?—Five hours.

1137. That is continuous?—Continuous.

1138. And the night man has from from 11 to 6?—Yes.

1139. That is 7 hours?—Yes, with about 20 minutes off.

1140. Then each head constable takes a Division in rotation?—Takes a Division in rotation.

1141. And you change once a month?—Change once a month. Of course, the head constable who would do the First Division does not remain on continuously for 12 hours; he gets off for his meal, but he is responsible for duty for the 12 hours; he is on it for the 12 hours. That works out 8 hours for the head constable. In justice to the men I wish to say that although their duty would appear to be 6 hours only, I have extracted three continuous mouths' work from the Diary in my station for a man on the First Division in July last, the Second Division in August, the following month, and the Third Division in September. The total of hours done during the months respectively is for July, 270 hours and 40 minutes; that is for the 31 days of July for one man. In August the man had 199 hours and 20 minutes; that is a five hour period. In September, on night duty, the third duty, he had 215 hours and 10 minutes. The total duty performed was 685 hours and 10 minutes.

1142. Is this the whole Division?—This is the three Divisions in order to get the average.

1143. Is it the men composing the whole Division?—No, one individual man.

1143A. Would he be a representative of a large number?—Oh, yes; it is very general; it is not the same man, it is a different man for each month.

1144. You did not take him because he had specially done a large number of hours of duty, but you took him as a representative man, and numbers were like him?—Yes, sir, exactly; I took him as representing the whole; I did not make any particular selection at all.

1145. Mr. HEADLAM.—These would be the busiest months of the year?—Well, I took July as a busy month, and then I came on to August and September.

1146. The CHAIRMAN.—Did you make out the average number of hours?—The total hours were 685 and 10 minutes for the 92 days, and it works out 7 hours and 27 minutes per day. To that I added 20 minutes. The men of the First Division, day, and Third Division, night, do not parade; they do no drilling, but the evening men do, and I have given them an average of an hour a day for drills that they must have, and that over three months would give an average of 20 minutes per day.

1147. Are those hours from relief to relief on the beat?—They are, sir.

1148. Are those hours from leaving the barrack to returning to the barrack, or are they from his taking up duty to relief from duty?—They are the average of actual duty from the time a man takes it up till he is relieved. But they parade 15 minutes before the hour. A man is supposed to be on his beat at 9 and then the man who relieves him parades at a quarter to three and is on his beat at three.

1149. You mean he parades for duty a quarter of an hour before the time?—Before the time.

1150. And then the man is relieved of the duty on his beat just about the time fixed?—Just about the time; it is supposed at 9 or 3, as the case may be.

1151. And then he has to go to his barrack?—And then he has to go to his barrack, but I do not give him credit for the few minutes it takes to bring him to the

barrack, so the calculation is against him to that extent, and it works an average daily of 7 hours and 47 minutes. And then I find I have a note here that the the police forces across the water are granted a weekly rest day, which we do not get.

1152. Mr. HEADLAM.—They do not get a month in the year?—Some of them get 59 days.

1153. Not including the weekly rest day?—Oh, no, that is included.

1154. The CHAIRMAN.—That does not leave much of a margin for continuous leave?—I know it from one of the men from across the water that they had 59 days at Sheffield. Of course, the duties in Belfast are very exacting. They require a lot of care and discretion on the part of the men. We have mill strikes occasionally. Some of the female mill workers are very excitable and raise a lot of trouble from very little sometimes, and then, when the like of that occurs, we have to send men to the vicinity of the mill, commencing early in the morning with the mill hours. They go out in the morning for breakfast and dinner and also return from breakfast and dinner, and also at the knock-off hour in the evening.

1154A. Can you give a rough idea of the number of mill workers in Belfast?—There must be thousands. Some of the mills employ 500, nearly all females, and they go up from that to 1,600 or 1,700 in some of the mills. I could not say how many mills there are altogether; but there are 12 in my own district, between mills and factories. There must be twelve thousand or fourteen thousand, roughly; possibly there are twelve thousand or fourteen thousand mill workers in my district.

1155. Have you an idea, roughly, of the ship yards, of how many workers there are there?—At Harland and Wolff's I think there are about 16,000 employed.

1156. And at Workman and Clark's?—At Workman and Clark's there would be about 6,000 more or less. These are only guesses; but I think they are pretty near it. Then we find the people in Belfast, as I suppose they are elsewhere, are more disposed to assert their rights and question the authority of a policeman for interfering with them very often. That, I think, requires a better class of man, a man of some discretion, to deal with these people, and it requires intelligence to know how to act, and also a considerable amount of experience in Belfast, before the man becomes very useful there. Then, too, we have had a lot of legislation in recent years, and it is the duty of a policeman to make himself acquainted with the various duties under the Acts of Parliament as they come into existence. I have noted down some of the Acts of Parliament that have been passed of late years. Shall I read them?

1157. Yes?—The Dogs Act, the Registration of Clubs Act, the Motor Car Act, the Lights on Vehicles Act, the Criminal Law Amendment Act of 1912, and the Vagrancy Act which is incorporated with it, the Wireless Telegraphy Act—

1158. Mr. HEADLAM.—What are your duties under the Wireless Telegraphy Act?—Well, they are general, to keep an eye around for anything that may occur in the establishment of a station without permission from the Postmaster-General.

1159. An unlicensed station?—An unlicensed station, or any alteration which might take place in a station which had been established, or in the movements of a person who had permission to have a temporary moveable station, to see that he kept within the prescribed area, or things like that, and to report those things when they come to our notice. Then the Protection of Animals Act and the Children Act of 1908.

1160. That leads to extra work?—A great deal of extra work, more especially on the officer who prosecutes in those cases.

1161. Mr. STARKIE.—Is there a Society for the Prevention of Cruelty to Children?—There is, sir; and there is an Inspector of the Corporation relating to the committal of children to an industrial school.

1162. Do the police prosecute in cases under the Children Act?—They do, sir.

1163. Quite independently of this Society?—They do, of course, when we bring up children with a view to having them sent to an Industrial School. Then three

Licensing Acts, one as to the sale of intoxicating liquors to children, one relating to the granting of new Licences, another dealing with earlier closing on Saturday, and shortening the hours of Sunday selling.

1164. Shortening the hours of Sunday selling would give the police less trouble?—It would, sir; it cuts off two hours. The houses were open in Belfast till 7 p.m., and now it is 5 p.m.

1165. Mr. HEADLAM.—Do the police act as Inspectors under the Children Act?—Not specially as Inspectors, not beyond their own duties coming under it. Then there is the Cinematograph Act, the Official Secrets Act, the Employment of Children Abroad Act, the Summary Jurisdiction Act of 1908.

1166. What was that?—That was an Act that made provision for protection in the case of a husband against a wife's extravagance, or a wife against a husband's.

1167. Mr. STARKIE.—What had the police to do with that?—They have something to do with it; there is something about children in it, and there is the removal of persons from the premises at the request of the owner of the premises. There is not much under it; but we have to learn it all the same. Then there is the provision in the Crimes Act of 1908 with regard to the Borstal System. We have had a good many cases under that in Belfast. And then there is the General Dealers Act.

1168. Are there many general dealers in Belfast?—There are a good many; but I could not say how many. Some of the police are specially authorised to deal with them, and they have to inspect their premises and books, and so on; and then there is a good deal of work to be done in connection with the Department of Agriculture, and those things add to the police duties.

1169. Have all those Acts of Parliament added to the number of prosecutions to any great extent?—Well, I think they must have, for, of course, there are new Acts and new offences created by them.

1170. The CHAIRMAN.—Of course, the duties under this list of Acts that you have given us now may not be very onerous; but at the same time every policeman must have some knowledge of every one of those Acts of Parliament?—He must, sir.

1171. In town and country?—Yes, sir, everywhere.

1172. This applies to the whole country as well as to Belfast?—I am not quite sure if it applies to the country as well as Belfast.

1172A. I mean that every policeman must more or less make a study of the Acts of Parliament of which you have given us that list?—That is so, sir.

1173. Mr. STARKIE.—I suppose you have had more trouble and have occupied more time in learning the Acts than in enforcing them?—Well we have a good deal of time spent in enforcing them in Belfast.

1174. There are a good many Acts that you have to learn and still that you do not enforce to any great extent?—Just so, sir, especially in the country. There is not one of those Acts, except, perhaps, the Wireless Telegraphy Act, that something has not sometime or other dropped up about.

1175. Are there many prosecutions under the Motor Car Act?—Recently we have had three or four deaths, in the last two months, caused by motor cars. I don't know whether it is attributable to that or not; but there have been a good many cases brought up recently and pretty severe penalties imposed, and all these add to the time taken in the performance of police duty. I think I have gone very nearly over all I intended to say. Taking into consideration the population of Belfast as compared with the population of those other cities, and the amount of work that we have to do, and the cost of living, the head constables in Belfast think that this request that they put forward is a reasonable one.

1176. As regards the claim that the head constables at Belfast have made to be paid as well as the Inspectors of the Metropolitan Police, if that were so the pay in Belfast would be higher than the pay of the head constables in the country?—That would be so, sir.

1177. And how would you suggest that it should be arranged, if a head constable were transferred

from Belfast to the country?—At present we have an allowance in Derry and Belfast of £5 4s. a year, 8/8 a month. A man does not draw that in the country; but he does as soon as he gets to Belfast, and he draws that allowance from the time he has been transferred to the city. In the country we are all paid the rate of pay which was in existence. A man could go on to the higher rate on being transferred to Belfast, and when he left Belfast he would revert to the country rate. Of course, that could be met by making the transfers to and from Belfast not very numerous.

1178. The CHAIRMAN.—They are not numerous?—Not numerous.

1179. How would that arrangement work when it came to the pensionable period?—That could be met by not transferring a constable to Belfast over 10 years' service and he has to serve 30 years in any case, and that would leave 20 years. It could be arranged that he should serve a certain number of years in Belfast before being pensioned, or otherwise some scheme might be adopted and some average set forth.

1180. Mr. STARKIE.—You propose that the special Belfast allowance should be done away with, and that it should be given as pay instead?—I do not suggest that the Belfast allowance should be done away with; but if it would have the effect of improving our pay, I think it would be a benefit to us. In Manchester the police had an allowance of 2/6 a week, and that was given to them as additional pay.

1181. I understand that at present a member of the Force in Belfast would retire on the same pension as a member of the Force in the country?—Yes, precisely the same, sir.

1182. Mr. HEADLAM.—You quoted the cases of the English and Scotch Police Forces yesterday. You are aware that there are a larger number of police to population in Belfast than in any of the towns you mentioned?—Well, I never worked it out. Belfast is rather exceptional and difficult to deal with. You require a great number in Belfast.

1183. Apparently in Belfast there is a constable to every 305 of the population, whereas in Bradford there is one to every 660, in Bristol one to 610, Manchester one to 531, Newcastle one to 683?—Yes.

1184. That rather implies that the local authorities find it easier to give higher wages there?—Well, it might be that they find it more difficult to deal with the people in Belfast than in the English cities.

1185. Have you any records of crime in Belfast that compare with those of English cities?—No, I have not got it here; but I have said that Belfast is much like the cities across the water.

1186. A rough population?—A rough population.

1187. Not comparable to Manchester?—Yes; more especially with reference to the cities and towns in the North of England.

1188. In Liverpool there is one policeman to 449 of the population. Liverpool is the only city across the water where the proportion of police to population is more or less comparable to the proportion in Belfast. Liverpool contains the same class of people?—I don't think the whole population of Liverpool is the same. I think that the Irish quarter in Liverpool is difficult to deal with; but apart from that I think Liverpool is like other cities and perhaps the people are more easily dealt with. I have never been in Liverpool, so I have no experience.

1189. You have no experience of those English cities?—No, sir.

1190. In any case, you base your demand on the ground of the increased cost of living?—The increased cost of living and the increased standard of living, and bearing in mind that Belfast is much like those places that I have mentioned, that the cost of living is as high as across the water, and that they are much better paid than we are; and with reference to the request to be paid as well as the Dublin Inspectors, I would point out that the cost of living in Dublin is only one per cent. higher than in Belfast.

1191. You did not give us particulars of the cost of living in the earlier years, in 1884?—I can give it to you; but I don't think I can go as far back as 1884; my list starts at 1892.

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Head Constable JOHN MOLSEED further examined.

[Continued.]

1192. I mean the detailed figures of the prices of commodities?—Of 23 commodities.

1193. That was taken from the Blue Book?—Yes, sir.

1194. Those details all started in 1904 and 1905 (I am alluding to the Irish figures of the actual cost)?—For the figures I gave you relating to bread and milk and butter, and so on, I went back to 1901, and the reason I did that was that the last Commission sat in 1901, and I took it that they had brought their comparison up to date at the time, and so I continued it from that.

1195. In this Memorial here I see that there is a comparison between the conditions of life of the police in Great Britain and Ireland, and this rather implies that the English conditions are better within the hours of service. Have you got a copy of this Memorial?—That is the Belfast Memorial?

1196. Yes?—I have, sir, yes.

1197. They say that the policeman in Great Britain can devote his spare time to any business he chooses?—Yes, sir; well, I had nothing to do with the preparation of the Memorial.

1198. Will anyone come up to explain that?—There is no one coming up but myself. There is a sergeant here and two constables; but I do not know whether they are going to deal with that or not. I understand from the reference made that some of the policemen in England are able to employ their spare time in other jobs.

1199. It does not mean that a policeman in Great Britain can keep a public house?—Well, I think not, sir; but I think they work at other things. I have been told by a member of our Force that the police there dress in plain clothes when off duty, and work.

1200. They may keep a shop?—I expect that they would be permitted to keep a shop, or perhaps a public house.

1201. Another question. I see that the police are allowed to keep boarders if they get permission from their authorities. Is that permission given?—I have never known it to be refused; but I think as a rule they do not ask it now. I do not know of any cases of it.

1202. Mr. STARKIE.—Are police brought into Belfast from the country during the anniversaries?—No, sir; I think I mentioned that yesterday, that we have to do the work under any circumstances; nor are we, as a matter of fact, sent out of the city.

Sergeant HENRY P. CONWAY examined.

1208. The CHAIRMAN.—Now, I hold in my hand a memorial signed by you, Sergeant Conway, and you are here to give evidence as a representative of what particular class of men?—As representative, in conjunction with Sergeant Devlin, of the Sergeants of Ulster, exclusive of Belfast. Sergeant Devlin is also appointed.

1209. You are stationed at Enniskillen?—Stationed at Enniskilleu, sir.

1210. How long have you been there?—Eleven years.

1211. What counties did you serve in before you went to Enniskillen?—Donegal, Leitrim and Sligo.

1212. How long have you been there?—Fifteen years and six months.

1213. And what is your entire service?—31 years and 6 months.

1214. What is your native county?—I joined the Force from Galway. I was born in Sligo, I joined in Galway, and I am a policeman's son.

1215. So you joined at 18?—No, sir, I joined at 21 years and 9 months.

1216. Now, you, of course, are acquainted with the terms of reference to this Committee, and you may, in the order you think best, put the facts before us that you were sent here to represent, bearing in mind that although we do not want to confine you in the very least, a good deal has been said here about Acts of Parliament and other things that we have on the notes and we are acquainted with them?—Well, we respectfully demand an increase of at least 25 per cent. in our pay, and for the following reasons—the increased

1203. The claim is not based entirely on the increased cost of living?—The increased cost of living, taken together with the increased standard of living, and taking also into consideration the fact that we do work practically the same as the Inspectors of Dublin do, and that our duties are as responsible, perhaps more responsible, more exacting and more arduous in Belfast than they are in Dublin, owing to sectarian feeling principally, because that runs very high at certain times.

1204. The CHAIRMAN.—Anything else?—The only other thing I had in my mind was the case of pensions to widows of men who died when they were not entitled to pension. In that case the widow is not entitled to pension.

1205. Mr. HEADLAM.—That is to say, men who die before completing 15 years' service?—15 years' service. A constable, of course, himself, if he is incapacitated before 15 years and obliged to retire does not get a pension; but he gets a gratuity. The same rule holds good in the case of his widow. If he dies before 15 years' service she gets no pension; but she gets a gratuity also. I have in my mind a recent case in Belfast. A constable died after 14½ years' service a short time ago in the district in which I am myself, and he left a widow with four children, and all she will get will be 14 months' pay at the rate of pay he was drawing when he died, which will run to about £78 or £79. That is very hard.

1206. Mr. STARKIE.—What limit of service do you suggest?—Well, it would not be unreasonable I think if it was brought down to 12. I know of one or two other cases in other parts of Ireland in years gone by which appeared hard cases also. What the head constables say is that the pensions to widows might be a little increased too. I think in some of the cross-channel cities where pensions are granted to widows they get as much as £15, and in exceptional circumstances they can get one-third of the husband's pay. I think, perhaps, if the law was extended a little bit in that direction too, it might help the unfortunate woman.

1207. The CHAIRMAN.—I think it is an advantage to have from you fully that list of those different Acts of Parliament issued recently to the police, because it will not be necessary for other witnesses to go into that so fully?—A great many of those Acts, the most of them, are comparatively recent.

cost of living, the increased standard of living, the increase of pay granted to almost all other Police Forces in the United Kingdom, and the increase of wages granted to workmen of every class amongst whom we live. Then I wish, sir, if you have not already got it (for I was not present at all the Inquiry here), to give you particulars of the increase of pay that has been given to sergeants in 13 counties of Great Britain mentioned in Appendix 14 of the Blue Book of the evidence taken by the Committee of Inquiry in 1901; and at that time, sir, in almost every case of those 13 counties they had higher pay than the sergeants of the R.I.C. had. Well, the first county I take is Aberdeenshire.

1217. Now, what you are doing is to compare the present rate of pay of those sergeants with the rate of pay which is mentioned in the Blue Book of 1901?—Yes, sir, the increase of pay they got since then and their present pay.

1218. So as to show the increase?—Yes, sir.

1219. The pay of 1901 and their present pay?—And their present pay, sir. In 1901 in Aberdeenshire they had 30/4 minimum pay and at present 32/8. They had 33/10 as maximum pay and the present maximum pay is 38/6, an increase of 13.8 per cent. In Bedfordshire the minimum was 28/7 and it is now 32/-. while the maximum was 32/8 and is now 35/-. an increase of 7.4 per cent. In Carnarvon they had 31/6 going on to 35/-. and that remains unchanged. I saw by a note in the book that that was an increase of pay just granted at that time that had not been then sanctioned, but was sanctioned later.

1220. Then there is no change since?—No change.

Now, in Cumberland and Westmoreland, which may be taken together, as they are both the same, the minimum was 33/2 in 1901 and it is now 34/5, and the maximum was 36/9 and is now 39/8, an increase of 7.9 per cent. In Devonshire the minimum was 27/5 rising to 29/9. Now the minimum is 31/6 rising to 35/5, an increase of 19 per cent. In Glamorgan they had 32/8 rising to 36/2, now they have 36/2 rising to 40/3, an increase of 11.3 per cent. In Gloucestershire they had 29/11 rising to 31/10, and now they have 29/9 rising to 34/5. That is an increase of 8 per cent.

1221. Mr. STARKIE.—That is not the pay of the constables?—No, sir; but sergeants I am dealing with the sergeants throughout. I did not take the figures for the constables; I just took the sergeants. Then in Lanarkshire they had 31/6 rising to 36/2, and now they have 34/5 rising to 40/3, an increase of 11.2 per cent. In Lincolnshire the pay was 30/- going up to 32/-, and now it is 33/- going up to 35/-, an increase of 9.375 per cent. In Perthshire they had 30/4 rising to 33/10. Now they have 31/6 rising to 36/4, an increase of 7.39 per cent. In Shropshire 28/6 to 31/-, now 30/11 to 36/2, an increase of 16.6 per cent. Wiltshire, 27/5 to 29/9, now 29/9 to 33/3, an increase of 11.76.

1222. In arriving at the percentage of increase in each case did you take the maximum?—The maximum in each case. I intended to give some particulars as to the increase of pay in cities and boroughs; but Head Constable Molseed has given that already, and I have to mention that in connection with Londonderry City. It is a fairly large place, too, and the representative sergeant there asked me to have it specially mentioned.

1223. The CHAIRMAN.—Well, mention it?—Well, that is the only thing I wanted to say, that it might come more in the category of cities and boroughs than the rural portion of Ireland where I am serving.

1224. The head constable quoted that as having an allowance?—They have an allowance.

1225. So that his observations about Belfast would apply to Derry?—Yes, sir, that is what I want.

1226. They have an equal allowance at present?—They have, sir.

1227. And therefore it may be assumed that there are equal conditions?—Yes, sir.

1227A. Or, if there is anything particular as to Derry, say it?—No, that is only just what I wanted to say, sir.

1228. Mr. STARKIE.—The head constables of Belfast claim to be paid as well as the inspectors in Dublin. Do the head constables in Derry make the same claim?—I do not know, sir.

1229. Of course, the Dublin standard would apply to the other ranks as well?—It would, sir.

1230. The CHAIRMAN.—Now go on?—Now, as to the increased cost of living, I have a list showing the prices in 1902 and 1914 of the principle articles of food. I compiled this list by taking the average prices for the same years from lists supplied to me by the county representatives who selected me, that is, seven of the counties. Well, house rent comes first. In 1902 it was £13 on the average, and now in 1914 it is £14.

1231. Mr. HEADLAM.—Are you speaking of the whole of the counties?—This is the average for Ulster now.

1232. The country districts of Ulster?—The country districts of Ulster. I compiled this list—

1233. The CHAIRMAN.—From particulars given to you by representatives of the various counties which sent you here?—Quite so, sir. They are widely separated too. There is a representative living in Ballymoney, Co. Antrim; Hillsborough, Co. Down; Jonesborough, in Co. Armagh; Clones, in Monaghan; one in Londonderry City; one in Donegal Town, Co. Donegal; one in Kingscourt, Co. Cavan; and myself from Enniskillen; and then there is a sergeant here from Strabane, Co. Tyrone.

1234. You have given us house rent?—Yes, it was £13 on an average in 1902 and is now £14. Coal was 21/- and is now 30/- per ton; paraffin oil 7d. and now 7½d. per gallon; scap 2/6 and now 4/11½ per stone; bread, the 2 lb loaf, 2½d. now 3d.; flour 1/6 now 1/10½; oatmeal 1/6 now 2/-; flake oatmeal 2/- now

2/6; potatoes 5d. now 7d.; sugar 2/4 now 2/8 each per stone; tea 2/- now 2/2; butter 10d. now 1/3 each per lb.

1235. Mr. HEADLAM.—What butter is that, is it Danish or Irish butter?—No, sir, Irish butter.

1236. The CHAIRMAN.—It is creamery butter?—It is not, sir; you would not get creamery at that time for 10d. I expect it is lumpy butter supplied practically in country villages. Then cheese 8d. now 10d. per lb.; milk 2½d. now 3½d. per quart; eggs 11d. now 1/5 per dozen; beef 7½d. now 9½d. per lb.; that is taking, say, three prices for beef, boiling meat, stewing meat, and roast meat or steak, and taking the average. Then mutton was 7½d. and now 9½d. per lb., taking it in a somewhat similar way. Bacon 8d. and now 1/- per lb.; pork 6d. and now 10d. per lb. That is the average that I got from the county representatives. Now I wish to give you from my own pass books the difference in prices in 1903 and 1914, and how it affected me, taking the same quantity of each article in each year.

1237. You are a married man?—I am a married man.

1238. Are you living in barracks?—I am living in barracks, and I have a wife and 8 in family.

1239. What ages are your children?—My eldest one is 14, and two youngest are two years and three months each.

1240. Now give us the figures?—Well, in the first case I took the actual quantity of each article of food purchased in November, 1913 at the current prices and then I took a similar quantity of the same articles for the same month of 1903 at the then current prices. In 1913 the total cost was £7 6s. 8d., and in 1903 it would have been £6 0s. 2d. Of course, my family was not so large then and it was not necessary for me to get so much; but I take the same quantities for the purpose of comparison.

1241. You compare the same quantities in the two years?—The same quantities in the two years, at the different prices; and this comparison shows about 22 per cent. of an increase. Perhaps I might give you the particulars to show you that I do not get many luxuries.

1242. Very well?—In 1903 in Enniskillen coal was 25/- a ton. I burnt half a ton of coal, 12/6, and at present it is 32/6 a ton in Enniskillen, and it cost me 16/3 in November last for half a ton of coal. The next item is paraffin oil, 4 gallons, it was only 6d. a gallon in Enniskillen in 1903, that is 2/-, and 9d. a gallon now, which is 3/-, that is in November. Soap, one stone, 2/11 in 1902 and 4/- in 1913. 30 loaves of bread, 4 lb. loaves at 5½d., 13/9 and in 1913 16/3 (it had gone up to 6½d.) Eight stone of flour in 1903 12/-, and in 1913 13/4.

1243. Mr. HEADLAM.—You buy bread as well as bake?—Yes, sir. Oh, yes, sir. Half stone oatmeal 10d., well, that remains unchanged in Enniskillen; 2 stone of flake meal 4/- in 1903, 5/- in 1913; 15 stone of potatoes 5/5 in 1903, 7/6 in 1913; stone of sugar in 1903 4/4, the same price in 1913; 2 lbs. of tea 4/- in 1903, the same price as in 1913; 8 lbs. of butter 6/8, in 1913 it is 8/8, that is 1/1 a pound; milk, 3 quarts a day, in 1903 18/9, in 1913 £1 2s. 6d.; eggs, 8 dozen in 1903 7/6, in 1913 10/-; beef, 30 lbs., 1903 17/6, 1913 £1; Bacon, 11 lbs., 8/- in 1903, and 11/- in 1913. The total of that comes to £7 6s. 8d. That is my total expense in the month of 1913 for articles of food alone, and in addition to that I had to supply my family with clothing and boots. Now, as regards boots, boots have increased greatly in expense. Since 1903 that item has gone up 52 per cent. I have here old invoices of John Halliday and Sons of Bromley, Leith, and they were sent to Bernard Coyle of Enniskillen. Well, in order to simplify the matter for me, Mr. Coyle marked the present prices on this list of articles, and this old invoice is dated October 7th, 1902. Well, in 1902 the boot that cost 9/3 costs 12/6 to-day. The invoice price of that boot to-day is 12/6. The other figures are 6/3 against 8/6; 5/9 against 6/11; 7/3 against 8/11; 4/5 against 5/11; 4/9 against 6/3; 4/8 against 5/11; 4/8 against 5/11; 5/- against 6/9; 4/11 against 6/7. I added these up and took the average, and I find a

percentage of 52 per cent. of an increase in the price of boots; and I know from experience that clothing for children and women has gone up to an equal extent.

1244. The CHAIRMAN.—I do not say that you are not correct, but are you quite sure that what you read there shows an increase of 52 per cent.—I am not quite sure, sir.

1245. Now go on Sergeant?—Perhaps I might give you some particulars with regard to a constable who is in the station with me. I know his rent and the amount of fuel he burns and I know his pay, and I did not ask him for any particulars of things, but his net pay is £6 8s. 6d.; his rent is £1 3s. 4d.; and fuel costs him about 16/3 a month; and oil costs him 3/-. He has to pay 1/- to the barrack servant, and his Church dues cost him about 2/- monthly. That in all makes £2 5s. 7d. Well, take that £2 5s. 7d. from £6 8s. 6d. and it leaves him £4 2s. 11d. He is a married man with a wife and three children, so he has only £4 2s. 8d. a month to live on, and it works out at a small fraction over 6d. a day for each person.

1246. That is about £1 a week?—Yes, sir: £4 2s. 8d., which is just about 19/- a week for five persons in a place like Enniskillen. Now, as regards the increased standard of living, the country has greatly improved; it is studded all over with labourers' cottages now in a great many places, and attached to these there is an acre of land, and they have cottage and land for about 1/9 a week. There is plenty of employment too for them, and they get good wages. Agricultural labourers in Fermanagh are getting from 12/- to 15/- a week.

1247. Without keep, of course?—Without keep, sir, and in some cases (that is, where they are employed by the day), and in the harvest time they get more than that. During the hay harvest, 5 or 6 weeks, they get 5/- a day. Well, servant boys, that is those who hire for half a year, also get high wages. The hiring fairs are in May and November, and their wages range from £9 to £12 for the half year, and a good man has no difficulty in getting £12 for the half year, £24 for the year round, and boarded at his master's table. Now, as regards the wages of artisans, the prices that rule in Enniskillen have increased in the last 10 years. I have got them from a contractor. Carpenters from 24/- to 30/-; Masons from 27/- to 30/-; Plasterers, 27/- to 30/-; plumbers from 30/- to 36/-; painters 24/- to 30/-; slaters 28/- to 30/-. Handy men get about £1 a week, and ordinary labourers 15/- a week, and as I said before during the hay harvest they get up to 5/- a day.

1248. All these artisans have a 54 hours week, I suppose; they have a short day on Saturday?—They have, sir; the agricultural labourers, though, have not; but the artisans have. Well, Drapers' assistants now of about 10 years' experience indoor have from £35 to £40, and outdoor they have from £65 to £70 per annum.

1249. Mr. HEADLAM.—By outdoor you mean travelling?—No, sir; but not living in the house, boarding and lodging outside.

1250. Mr. STARKIE.—What is their present pay?—That is their present pay. I am told it has been increased about 10 per cent. in the last ten years. Well, as to the increased standard of living then, these people having got increases in their wages, and a great many of the farmers through the country having purchased their holdings under the different Land Purchase Acts, they are able to live a great deal better now than they were some years ago, and agricultural products of every kind are commanding very high prices. Pork in the market is 70/- a cwt. in Enniskillen, and cattle were never so dear as they are at the present time. Sheep, farm produce, hay, oats, potatoes, everything like that are all commanding very high prices, and consequently the farmers have a higher standard of living now as well as the labourers and artisans, and the police have to try to do the best they can to try to keep up a decent appearance, and that is all I have to say about the cost and standard of living.

1251. Mr. HEADLAM.—You have not been able to give any figures about the railway workmen and their wages?—No, sir, I did not look into that. I know that on the Great Northern line their wages have been increased greatly, and I know that the railway rates

for travelling are largely increased. I was travelling a few days ago to Belleek, and my return ticket was 4/6 two years ago, the last time I was down there, and it is 5/8 now. Now, sir, about the allowances, I wish first to refer to the nightly subsistence allowance of 3/6. It is not at all sufficient to cover the cost when we are away on public duty. It does not cover the actual cost of what we have to pay, for prices of everything have gone up, and places that used to take us and board and lodge and keep us for that amount will not take us for that now at all.

1252. The CHAIRMAN.—When you go on public duty now do you generally go to lodgings?—Well, usually, sir, except in some very disturbed place where there would be a straw lodge got for the men to have them ready to turn out immediately if required; but as a general rule they do go to lodgings.

1253. In either case you say that 3/6 is not sufficient?—The 3/6 might be sufficient if a man were in a straw lodge, for the man would not have to pay for a bed.

1254. But he would have to take his meals?—He would have to take his meals, and that would cost him 3/6, and if he had a bed in addition he would have to pay 1/- for his bed.

1255. Now as regards fuel allowance?—Well, the fuel allowance was fixed when fuel was a little more than one-third of the price it is at present. The present rate of fuel allowed for a sergeant's office is the same as when I joined the police.

1256. What is it?—It is 10/- a month for the six winter months, and in Enniskillen that permits of getting one and a third stone of coal and four-fifths of a pint of oil in the day.

1257. Fuel and light for the sergeant's office?—For the sergeant's office, 10/- a month for the six winter months.

1258. And nothing for the summer months?—Nothing for the summer months, and that is fixed since before I joined the police.

1259. I think you said you live in barracks?—I do, sir, yes.

1260. What do you contribute to the extra fuel and light account in the barrack?—Nothing, sir; I have nothing to do with it. I live in apartments of my own.

1261. We had another witness here who described himself as living in apartments of his own, and I think he said that he did contribute to the fuel and light account?—It was probably for the cleaning.

1262. Perhaps it was?—I have to pay 2/- monthly towards the general cleaning of the barracks, and I have to keep my own apartments in order; but then a barrack servant is employed to clean the other parts of the barrack, and the rate fixed for me to pay is 2/- a month in the district in which I am serving.

1263. Mr. STARKIE.—What does it cost, as a matter of fact, to supply coal and light where the 10/- is given?—Well, sir, I have not kept it separately. I burn my own coal and my own light. I think it would take at least from 12/6 to 15/- a month to do it at the present prices. I have to keep a fire there all day.

1264. The CHAIRMAN.—What is the public allowance for fuel and light intended to do?—It is principally intended to be used in the guard or day room for the purpose of having meals prepared for the men going on duty and returning late at night, to warm them, and the light is for the public service there, and then if the men in mess at the station (the married men have nothing at all to do with that) if the men in mess at the station wish to take some of the fuel that is for the guard or day room and burn it in their kitchen where they cook, then if the amount supplied for the guard or day room is not sufficient to cover that, they have to pay the difference amongst themselves.

1265. But the public allowance for fuel and light is for the day room?—Yes, principally for the day room; but it is not sufficient even for the day room at present prices. Well, the lodging allowance is inadequate. In Enniskillen most of the sergeants pay £12 to £16 a year: £12 is the cheapest house that a man can get in Enniskillen, and one sergeant has to pay £16 a year for a house, and, of course, they are only getting £7 16s. 0d. a year.

1266. What is the strength in Enniskillen?—There are two stations there.

1267. What is the total strength of the two stations?—25, sir.

1268. There is a head constable?—There is a head constable and 15 sergeants and men in the one station, and myself and another sergeant and 7 men in the other station.

1269. How many sergeants are there in Enniskillen—is it 5?—There are 7, sir.

1270. Seven sergeants?—Yes, sir.

1271. You say there are 15 sergeants and men at one station?—Yes, sir.

1272. You are at the smaller station?—I am in charge of one station at one end of the town, and there are the head-quarters at the other end of the town, and among the sergeants there is a county inspector's clerk, who acts on the staff, and there is another sergeant for other special purposes as well.

1273. Mr. HEADLAM.—How many sergeants altogether?—Seven sergeants.

1274. One head constable?—One head constable.

1275. And what is the strength of the constables?—The strength of the constables is 17; but there are not that many in it at the present time.

1276. The CHAIRMAN.—Then amongst those 7 sergeants you say there is a County Inspector's clerk?—A County Inspector's clerk, and a selected sergeant there.

1277. That is two?—And there are three sergeants besides him for duty.

1278. That would be five?—Five.

1279. Three at one station and two at the other?—No, sir; there are five at one station and two at the other.

1280. You say there are seven sergeants altogether in Enniskillen?—Yes.

1281. Then if you take off the County Inspector's clerk and the one for special duty, that leaves five?—Yes.

1282. So there would be two at your station and three at headquarters for ordinary duty?—Quite so, sir.

1283. What does a special sergeant mean?—Selected in connection with special criminal work.

1284. That is some particular case?—It is detective work, sir.

1285. The CHAIRMAN.—Go on, Sergeant?—Well, as I said, house rent is from £12 to £15 in Enniskillen, and it is very hard to obtain a house in some parts of the town at all, in a decent locality. Well, may I say something about recruiting?

1286. Yes?—Well, I am 11 years in my present station, and in the first two years that I was there there were more candidates who joined from that locality than during the last six years. In that time, the last six years, I have had only two candidates joining from that locality, and I know from my knowledge of the people that a great many of the class who used to join from that locality, and from the County Fermanagh generally, some years ago are not joining at all now. I know a number of young men who would be very eligible candidates for the Force and they have gone away to Canada and the United States of America, and Anstralia, and South Africa, sooner than join the police, for when they came and asked the pay and allowance we received and knew what they had to get they would not join at all.

1287. Mr. HEADLAM.—They could not find anything else better in Enniskillen, so they went to Canada—it was not only the police that did not suit them, but it was the general conditions of the country?—Yes; but what I wish to convey is that men of the class who used to join the police some years ago prefer to go to Canada and other places sooner than join the police now. Well, as regards pensions, we would wish to have our pensions calculated on our pay and allowances.

1288. The CHAIRMAN.—What allowances?—Well, sir, that is difficult for me; but I think all the allowances granted to a man, lodging allowance, charge allowance. Of course, that might bear hard upon a single man, who would not be drawing lodging allowance, but then he would not be so much in need of it as the married man, who does a good deal for the State by bringing up a family.

1289. Does his duty?—Does his duty to the State by bringing up a family; and I would wish to mention what has been already spoken of here, that is about an increase of widow's pension if it could be possibly taken into consideration, because the case of widows and orphans of men who died before they had 15 years' service is a hard one.

1290. What do you suggest, or have you thought of anything?—Well, I would suggest, sir, that in case a constable died after 10 years' service a pension should be granted to his widow. I would reduce the term as regards the pension to the widow from 15 years to 10 years. I would not as regards the constable himself, but I would as regards the widow reduce it from 15 to 10 years. In my early days in the police they were pretty well provided for, because the Constabulary Force Fund (Benefit Branch) came to her aid in those days; but any man who joined the Force since the 17th of June, 1883, does not contribute anything to the Constabulary Force Fund (Benefit Branch), and consequently if anything happens him his widow and children are left sometimes in a very poor way; and in my early days in the police I might say that there seldom or never came a begging letter to the station on behalf of anybody connected with the police, and now scarcely a month goes by but we have an appeal from some part of Ireland to give a mite to some poor suffering widow and orphan. Well, there was another matter that I would ask to bring before you, and this too has been already spoken of. It is the case of men who are rash enough to marry without leave, and I think it is a very, very severe punishment to inflict upon a man that marries without leave to punish him all his life, and at present it would be a punishment of 13/- a month lodging allowance, and other things as well.

1291. Well, I think we have had that pretty fully?—Yes; and I need not go into the list of the Acts of Parliament that were mentioned; but there is just one thing that I would wish to simplify, which was said before, as regards the Children Act.

1292. Yes?—It is this. There is in existence a Society for the Prevention of Cruelty to Children, and there is a branch of that Society in and around Enniskillen. Enniskillen is the head-quarters, and the Inspector is living in Enniskillen, and, now, I know from experience that the only section of that large Act of Parliament (it is in six parts, I think, the Children Act of 1908), the only section of that large Act of Parliament under which he does any duty is, I think, section 14 of the Act, dealing with neglect of children, assaulting, illtreating, neglecting, abandoning, or exposing children. His duty is solely confined to that. With regard to the other parts of the Act, the local authorities appoint officers to carry them out; but they have not appointed any in that district at any rate, and the police have to carry out all the work in connection with all the other parts of it, except that one section 14 that the Inspector carries out. There is another thing that we have a great deal to do with, and that is the Horse Census duty. Now, during the past month I have had to send one of the best men in the station every day for about 24 or 25 days with an Army Officer round the sub-district and the town of Enniskillen generally to point out farmers' houses to him that had horses.

1293. Did he get extra pay?—Not a penny, sir.

1294. Mr. HEADLAM.—Did he do police duty as well?—Oh, no, he could not; he was on no other duty.

1295. The CHAIRMAN.—Is this duty put on the police by Statute?—I do not think so, sir.

1296. The Military Horse Census duty?—I do not know, sir.

1297. They simply call upon you as a public department?—That is it, sir. Then there is also the duty under the Food and Drugs Act. I think that is all I have to say, except that if you could do something to accelerate promotion it would be acceptable to a great many of us.

1298. There was some proposal that there should be compulsory retirement after 28 years' service or 30?—I do not think that would be fair at all, sir; I would not like to hear of that.

26th February, 1914.]

Sergeant HENRY P. CONWAY examined.

[Continued.]

1299. You are 31?—Thirty-one, sir. I passed on the "P" List in 1895, and I was successful then and promoted.

1300. Mr. HEADLAM.—After how many years' service?—Fourteen years, sir, or about. Well, other men who did not pass at that time got into other positions in the service, and I have been all these years, nearly the whole time, in charge of a station. Well, two or three of the other men who were successful in the literary examination at that time, but without being successful in the list of the other part, the professional part, of the examination, a couple of them were appointed County Inspectors' clerks, and there is a regulation that a County Inspector's clerk who is sergeant in charge of an office for five years is eligible for promotion to the rank of head constable. Well, that regulation is a long time in existence, and it was made at a time when the average number of years one had to serve in the rank of sergeant before being promoted to head constable in the ordinary pay was about 10 years. Now it is lengthened out as regards the ordinary sergeant to over 16 years, 16 or 17 years, and a corresponding increase in the number of years has not taken place as regards County Inspectors' clerks.

1301. Why does it now take longer to become a head

constable—are there more sergeants than there used to be?—Well, I do not know, sir; I could not say that; it is off the seniority list, and we have to wait till it comes to our turn.

1302. But you do know it takes a longer time?—I do, sir. I know for certain that 10 years ago the average was about 11 years, and now it has gone up to 15½ years, and by the time it comes to my turn it will be up to 17½ or 18 years.

1303. The CHAIRMAN.—We are quite prepared to hear all this, Sergeant; but we are scarcely prepared to go into these matters; but at the same time don't you think that the fact that the "P" List brought in younger men at a certain period affects the period of retirement?—I do, certainly.

1304. And that, of course, affects the vacancies?—Yes, sir.

1305. So that all these things cannot be supposed to have only the one simple effect of conveying benefit to everybody. You see what I mean?—Yes.

1306. You got a lot of young men on the "P" List and they did not retire so quickly when they became head constable?—Yes, sir.

1307. And that interfered with the flow of promotion?—Yes, sir.

Constable THOMAS J. GAUGHAN examined.

1308. The CHAIRMAN.—Now, how long have you been at Roscrea?—I am a year-and-a-half in the present station.

1309. And how long have you been in the county?—Four years nearly.

1310. And how many other counties have you served in?—I have served in Derry and Roscommon, along with Tipperary North.

1311. And you are a native of?—Sligo.

1312. And how many years' service have you?—Nearly 11. I have nearly finished 11 years.

1313. At what age did you join?—I joined at 21 years of age, about 21.

1314. Now, you were asked to represent the views of what part of the Force?—Of the constables of Tipperary North and South.

1315. Now, I take it that you have prepared in your own way what you wish to put before us?—Well, I have, sir; but I have not a whole lot prepared.

1316. I do not want to interfere with the extent to which you wish to go into these things; but if you have been listening and find that there are things that have been gone into quite fully you may touch them as lightly as you please?—I understand that. I have been instructed to respectfully put before you that we request an increase of at least 25 per cent. in our pay, on the ground that we, as married men, not alone cannot live respectably, as we are supposed to do, but can scarcely exist on the pay we have at all.

1317. What family have you?—I have two children, sir.

1318. Are you living in barracks or in lodgings?—I am living in lodgings. And I wish to say that as a single man has not sufficient pay, if he wants to get married he has not money to get married, and if he wishes to remain single for a number of years he has nothing for his time or labour after all, and I think that I can honestly say that with the pay we have presently no married man could at all exist on it. I myself, now, with the greatest care and economy that one can practise for the past two years have felt this very severely. For the first year, of course, I did not mind, I did not take any great account of it; but for the past two years I find that no matter how we manage, living on as little as possible, and in fact we do not have meat sometimes twice a week, and scarcely an egg three times in the week, I find when the year is out that I am about £4 11s. in debt as near as I can go, and that does not include a whole lot of other things that one must necessarily pay for. It does not include, for instance, Church dues, which we must pay, and it often is about £1 9s., or the wear and tear of furniture and bedding, and replacing delph and hardware and other kitchen utensils. We are married three years and nine months in June, and during that time I was able to go on leave only

once, and when going on leave that time my wife got what took us on leave from her brother living in Tuam. He is in business there, and only for that she would not be able to go away itself, so we find it very hard and miserable to live as we are. I have here a single man's expenditure, but will not go into it if you do not wish.

1319. Oh, yes; you need not go into it at too great length; but just what you think yourself. I was going to ask you about your own affairs. I presume you must have saved a little money before you married?—Well, of course, I had some, but very little. I had about £15 only when I was married. I sent an occasional pound home before I got married. My wife had a few pounds, so much as to enable us to set up a house without being in debt.

1319A. Now tell us about the unmarried man who asked you to present his case?—Well, his case is this, that after living, as unmarried men must live, where there are a number of them messing together, he has exactly £7 19s. 3d. over for his year, and he is not speaking of leave or any vacation at all, and if he did go on leave, between train fare and any other little enjoyment that a man might have when he would go on leave, he would not have anything over for his year's labour.

1320. Is he in your station?—He is not, sir; but he is in the district. I have been asked, sir, to put before you that the maximum pay of a constable and of a sergeant should be reached at 15 years' service, and that single men should be allowed barrack accommodation free, and not having to pay as they are at present, and that our pensions should be calculated on the pay and allowances, and that a man getting permission to marry at seven years' service should receive lodging allowance from the date of his marriage, not as now, when he must wait three years before he gets anything. It is very hard and I found it very hard.

1321. Do you know any instance in which a married man at seven years' service gets accommodation in barracks just when he marries?—No, sir, I do not; I have never known it.

1322. What is the soonest that you have heard of a man getting into barracks after being married, say, at seven years' service?—Well, sir, I never heard of it till he was promoted to acting-sergeant.

1323. You never knew a constable to get barrack accommodation?—I did hear of it, but I have not known it myself. I don't know of any case where it occurred. And we also ask that a deserving constable who would not get promotion get merit pay, something in any case that would compensate them for not getting promotion through no fault of their own. It might happen that many a time a better man might not get it than the man that got it. We also

ask that the subsistence allowance, 4/6, which is now allowed for the City of Dublin be made applicable for all Ireland. And we also respectfully ask that the increases that we request we should get immediately, because we require it very much.

1324. Mr. HEADLAM.—You said that you had just now completed 11 years' service?—Yes.

1325. But you will rise automatically very soon?—I will, sir; I will get a rise of 1/- very soon.

1326. And this unmarried constable about whom you told me, did he say he is not able to make ends meet?—Oh, he is, sir, and he has £7 over; but he is not taking a holiday for that.

1327. Is the place where you live a village or a town?—A town of about 2½ thousand population.

1328. It has not any difficulty about carriage there?—Well, it has not, except that articles of food do to my knowledge cost somewhat more than they do in the town, because they pay many a time for carrying them out to the station. I have here also a small list of the different rates of pay of workmen that we have to work amongst. In many cases they are better paid than we are. The ordinary labourer 10 years ago had 12/-, and now it is increased to 18/-.

1329. Is that the farm labourer?—No, sir, he is the general labourer. A carter had 20/- a week 10 years ago; now he has 25/-, and the particular parties I refer to have also when they are carting out in the country for the timber merchants about 5/- a week when they are away, for what they call cart money. The yard men employed there had 11/- and now they have 15/-; but there is taking into consideration with that a whole lot of tips they get on market days and fairs which very often bring that 15/- up to £1 5s., from cattle dealers and men with carts and horses. And then the farm labourer has a beautiful cottage, of which there are a great number round there, at from 1/6 to 1/9 a week with very near an acre of land attached, and in most cases the grass of a cow on his employer's land, and if not the grass of a cow he has sufficient milk for himself and his family from his employer; and as to the ordinary labourer that does not work on the farm there are also cottages, at least 150 new cottages, built in the town of Roscrea, and he has a cottage and garden at 1/6 a week, living in a much superior house to the house that I am living in. And a shop assistant 10 years ago, an outdoor shop assistant, had had £3 4s. a month and presently he has £5 14s 6d. a month.

1330. In Roscrea?—Yes; he is employed in hardware business, and he has about 8 years experience.

1331. The CHAIRMAN.—Did you say what rent you paid for your house?—No, sir; I pay 3/6, the smallest rent that is paid in the Town of Roscrea by police.

1332. What accommodation have you for that?—I have a kitchen and two small rooms and a yard.

1333. No garden?—No, sir, I have not, I have a yard not much bigger than the table here. Then there are men in Roscrea paying 5/- and 5/6 a week. I have no further remarks to make on that matter.

1334. Did you say at what age you joined the Force?—I joined at 21.

1335. Mr. HEADLAM.—Supposing you had taken any other occupation do you think you would have been better off—have you any brothers?—Yes, I have.

1336. What sort of pay are they drawing now?—Well, I have two brothers in America, and I know for a fact that they have lots of money, and I know that they must be drawing very big pay. I have one brother at home.

1337. The CHAIRMAN.—A farmer?—He is a farmer.

1338. Has he purchased?—No, sir, he has not.

1339. Is your father alive?—No, sir, he is not.

1340. Your brother has not purchased?—He has not purchased.

1341. The estate has not been sold?—No, sir, it is not yet.

1342. Where is this?—In Sligo, about 15 miles out of the Town of Sligo on the Mayo side.

1343. On whose estate is it?—It is on Mr. Arthur Ormsby's. I think he is living in London.

1344. Mr. HEADLAM.—I thought that perhaps you might have been able to make comparison with young men who had not taken to the Constabulary and who remained in this country, and would be engaged in another occupation; but none of your family are in any other position of that kind?—None in any other position; but I know that any of them that did not join, men that were fortunate enough not to join the police, were much better off than I am.

1345. The CHAIRMAN.—I suppose that if you became a shop assistant like the man that you are speaking of, you might be in quite as good a position as he is?—I don't think I am.

1346. I mean that you might have been if you had become a shop assistant?—Oh, yes.

1347. You say that there is a shop assistant in the town of Roscrea who is in the hardware business?—Yes.

1348. And you say he has something over £5 a month?—£5 14s. 6d. a month.

1349. Mr. HEADLAM.—He lives in, does he?—No, sir, he lives out.

1350. The CHAIRMAN.—I suppose that you think that you are quite as intelligent as a man of his class, and that you might have been as good as he is?—Well, I consider myself if anything better and I believe I have got more education than he did.

Sergeant PATRICK WHITE examined.

1351. The CHAIRMAN.—Where are you stationed?—Wexford Town.

1352. And how long have you been there?—Four months in Wexford Town.

1353. How long have you been in the county?—Twelve years and two months.

1354. And what counties were you in before you went to Wexford?—Waterford County and City.

1355. You were promoted in Waterford?—I was promoted in Waterford City.

1356. Might I ask you what service you have had altogether?—Nineteen years and 11 months, sir.

1357. Then you must have got promoted very early, didn't you?—Yes, I got promoted at 7 years and 9 months' service.

1358. You are a "P" List man?—A "P" List man.

1359. At an early period of the "P" List examination?—Yes, sir, in 1901.

1360. It was a greater advantage then as regards time than it is now, I suppose—the numbers of the "P" List men have increased?—The number then was 30 that was given annually. Sometime prior to that it was 60. I am one of the 30 men.

1361. What is your native county?—The County Kerry.

1362. What part of Kerry?—The Kenmare district.

1363. You represent here what, Sergeant?—The sergeants of the Province of Leinster, in conjunction with another sergeant.

1364. Just take this matter in the order that best suits yourself?—Well, of course, the first in the order of importance at all events is that the sergeants have elected me to come here before this Committee and to request that an increase of 25 per cent. be added to our pay, and this demand or request is made primarily owing to the increased cost of living.

1365. Are you a married man?—I am a married man with 8 children.

1366. And have you accommodation in barrack?—No, sir, not at present. I had for some considerable time while in charge of a station; but my present station became vacant, or at least the position there of Inspector of Weights and Measures, and owing to good schools being in the town I applied for it, and the Inspector-General transferred me to Wexford at my own expense.

1367. Now, you were talking about the increased cost of living?—Yes, I might before going into that remark to you, sir, that the prices of commodities in Wexford have gone up considerably in recent years. Of course, that might be owing to a good many causes; but since the opening of the Rosslare Port and the proximity,

of course, to the English markets, it has facilitated transit to a great extent, and I know that some of the commodities have increased by even 100 per cent. in that time, say, for the past six or seven years. The commodities I refer to are principal necessities of life, and I have compared the prices as furnished to me by several traders both in Wexford and through the Province of Leinster. The first is house rent. That has gone up, but I have not the statistics. I have some statistics, but I think that I could scarcely state with perfect accuracy the percentage of increase in that item, because I was not supplied by some of the sergeants with statistics as to rent, at least not for the whole of their districts, and I would not say that I would be giving an exact record; but the average rent in 1901 was 3/4 a week, and now it is, as far as I can ascertain, 5/-. In Wexford it is higher. I pay 5/3 and there is another constable in the station (there is only one other married constable) and he paid at the time of preparing this return 6/-. However, he has changed recently and it is now 4/6. In the other Station, Main Street, there are two married constables and one is paying 5/3 and he lives next door to me, and the other married constable is paying 5/-; so the average there would be over 5/-.

1368. What sort of a house have you for 5/3 a week?—Well, the house is small, and I know that in that case that a sergeant who occupied the house a short time before I came there paid 5/-, and I have to pay 5/3. In a comparatively short time it has gone up that much. I made some inquiries from landlords of houses and they explained that the increase in rent is owing to the increase of rates, that rates have gone up, and the rents have to be proportionately increased.

1369. Mr. HEADLAM.—What is your lodging allowance?—2/- a week; 3/3 out of pocket every week.

1370. You are 3/3 out of pocket every week?—3/3 out of pocket. Coal; in January, 1901, the best coal was sold at 26/- a ton. In December of that year it was 20/-. The Boer War was in progress in the early part of the year, and owing to the peace and one thing or another it fell 6/- a ton towards the end of the year, in November and December. I examined the ledgers of the principal coal merchants in Wexford, and it has very considerably increased. It is now £1 9s. 6d., when delivered within the town, but in the rural districts it is 35/- a ton. It cost me that in Taghmon, where I was for some years. That was 5 or 6 shillings a ton extra for cartage of 9 or 10 miles. Then the further inland you go the higher is the price for coal, on account of the cost of freight. I have particulars of the prices all through the Province of various commodities. Flour in 1901 was 1/4; it is now 1/10. Irish oatmeal (foreign oatmeal is cheaper) was 1/6 a stone, and now it is 2/-. You got the same quantity of vegetables for 6d. in 1901 that you would pay 9d. for now: for instance, turnips which have to be used in the winter time instead of other vegetables; it was nothing unusual a few years back to be able to purchase turnips for 6d. a cwt. and now they are 1/- a cwt. Tea has scarcely altered in price, but the grocers tell me that the quality for the same price has gone down, and that you will get tea for 2/- per lb.; but that you will not get the same quality of tea as you got in 1901 at that price, that it is inferior in quality. Sugar has increased from 1/9 to 2/1, which is not very much. Irish bacon per lb. was 8d. in 1901, and it is 1/- a lb. now—an increase of 50 per cent. Foreign bacon was 5d. in 1901, and it is 9d. now. The best beef in 1901 was 7d. a lb., it is now 10d.; and mutton was then 7d. and it is now 10d. Pork has increased from 6d. to 9d., butter from 10d. to 1/4 (that is the average for a year). It is considerably higher even at the present time. You have to pay 1/6 for any butter that you can use, whether it is Irish made or foreign. Eggs per dozen have gone up from 9d. to 1/4. In Wexford, for about two or three months in the year, it is nothing uncommon or unusual to pay 2/6 a dozen for eggs in the winter time. They have gone up considerably. That is probably owing to the system that they have established of fattening the fowl, and then exporting them.

1371. Does the half-crown refer to Wexford town?—Wexford town and county, and all through Leinster the price is very high. The price of eggs has gone up very

considerably within the past ten years or so. Paraffin oil was 6d. in 1901, and is now 10d.; cheese was 7d., and it is now 10d. The 2 lb. loaf was 2½d., and is now 3½d. Milk was 1d. a pint in 1901, and now it is 1½d.—that is 50 per cent. increase, and I know that it was even cheaper than that, because I purchased milk for a long time for 1½d. a quart, and it is now 3d. a quart, and sometimes higher.

1372. Mr. STARKIE.—Are there any creameries in the County Wexford?—No, sir; there is no such thing as co-operative creameries there at all. Any creameries that are there are private creameries. Well, buttermilk for baking is up from ½d. a quart to 1d., and it is very difficult to get it at that. Clothing, I have been informed by Pim Brothers, has gone up 25 per cent. My boots cost me per pair about 15 or 16 years ago 14/-. The same class of boot would cost 18/- in Wexford at the present time, and they are scarcely so good, but the majority of the men get boots from a distance; some get them from Belfast for £1 1s., which is 50 per cent. of an increase. Repairs of boots have gone up. Leather, as I have been informed, has gone up, and increased per lb. from 1/5½ to 1/9. Sundries, all the small sundries that are required in a house, such articles as pepper, mustard, blue, starch, rice, and those other things, have increased about 30 per cent. The wages in the different places for carpenters were 24/- in 1901, and now the wages are 30/-; masons, 24/-, and now 30/-. Bricklayers and plumbers were paid then 25/-, and they are paid now 35/-. Dock labourers, coal-carriers, etc., are paid by the hour, and ten years ago, as I was informed by a man in charge, they wheeled coal along the quay for 1½d. per ton, and now they charge 3d. Drapers' assistants (indoor) were paid then on the average about £20; now they have £30. Grocers' assistants were paid on the average £20 to £40, and now it is from £40 to £60.

1373. The CHAIRMAN.—Not indoor?—Outdoor. Well, Grocers' assistants at the present time get as high as £60 if they are men of experience outdoor, and £30 indoor. Their wages have been considerably increased, probably owing to the combination of the Grocers and Vintners' Association. I have bills signed by several traders throughout the province. There is a list prepared by the Secretary of the Grocers and Vintners' Association in Mullingar, and the prices correspond almost exactly with those that I have read.

1374. Mr. HEADLAM.—Those prices you read out were made out from returns from the whole province?—Yes; they are from the different centres all over the province.

1375. And the average taken?—Yes. Here is one from Athlone.

1376. The CHAIRMAN.—What does it say?—Beef was then 7d. a lb., that is in 1901; it is now 9d. Irish bacon from 7d. per lb. to 1/- per lb. in Athlone: flour from 1/7 to 1/10 per stone; butter from 11d. to 1/5; salmon, per tin, from 6½d. to 1/-, and jams from 8d. to 11d.

1377. Mr. HEADLAM.—That is the 2lb. tin?—Yes, they are 2lbs.; eggs from 8d. to 1/8 in Athlone; onions from 1/7 to 2/4; peas from 3d. per package to 4d. There is one from Moate showing the price of beef in 1901 was 7d. a lb., and now it is 10d., and mutton the same increase. Here is a bill from Athlone with regard to coal. The best Orrell coal at Athlone is 34/- in the town, and where delivered outside the town 1/- per mile extra. The price in 1901 was 24/-, that is signed by P. Lyster and Son.

1378. The CHAIRMAN.—Had this Dublin strike anything to do with that?—I think not. I think that the strikes in England took effect on the prices of coal; the prices have never since come down, at least, so the coal merchants tell me. This is a list from Abbey-leix showing the prices in 1896 and 1901. Bacon in 1901 was 6½d., and smoked bacon was 9d.; for country butter 8d. a lb.; creamery butter, 11d.; milk, per quart, 2d.; flour, per cwt., 10/8; coal, per ton (English), £1 3s. 4d.; coal, per ton (Irish), £1 4s.; potatoes, per stone, 3d.; oil, per gallon, 8d.; bread, per 4lb. loaf, 5½d.; sugar, per stone, 2/2; tea, per lb., 2/-. This is a bill signed by P. McCormick, Abbey-leix, showing the price of mutton and beef in Abbey-

leix is 10d. a lb. at the present time, and in 1901 the price of beef and mutton was 7d., and 6d. in 1896. This is a bill from Carnew, Co. Wicklow. Tea in 1900, 1/10, now 2/-; sugar, 1/9 then and 2/4 now; the 2lb. loaf 2d. then, 3½d. now; flour 1/5 then and 1/10 now; new milk, per pint, was 1d. then and it is now 1½d.; eggs, per doz., 9d. then and 1/3 now; Irish bacon 5d. then and 1/- now; butter, 10d. then and 1/4 now. Foreign bacon was as low as 3½d, according to this bill signed by Stephen Geraghty, Carnew.

1379. Mr. HEADLAM.—There is a creamery at Carnew?—There is one at Ballycanew, but I am not aware that there is one at Carnew. Potatoes have, to my own knowledge, increased 100 per cent. in price in the last few years. Farmers have gone into the system of growing potatoes for the early markets in London and elsewhere, and the prices have gone up considerably.

1380. The CHAIRMAN.—Then the Rosslare and Fishguard route affects Wexford?—I have no doubt that it does very much, and, of course, the counties to which it forms an outlet as well.

1381. Now have you gone through the prices of the articles of food?—Yes, sir, I have taken them generally all over the province.

The Committee adjourned for luncheon, and resumed at 2 p.m.

Sergeant PATRICK WHITE further examined.

1382. The CHAIRMAN.—Now, when we adjourned, I think that you had gone over the question of the prices of commodities and necessities?—Yes.

1383. Then you were coming to another subject?—Now, coming to allowances, sir, the sergeants whom I represent asked me to request that the lodging allowance be increased to £14 a year, and as far as I can ascertain that would be about the average rent paid.

1384. Do you mean the general allowance of a sergeant?—The sergeants that I represent.

1385. Mr. HEADLAM.—Instead of how much?—£5 4s., which it is at present.

1386. From £5 4s. to £14?—Yes; the present rate is entirely inadequate. And there is another matter that the head constables and sergeants brought under my notice, and asked me to be good enough to lay before the Committee, that is the case of head constables and sergeants in charge of stations, whose children attain ages of 16 and 18 years respectively—daughter and son, as the case may be. At that age they have to leave the barrack, and in some cases it is very hard for sergeants and head constables to pay for those children outside; and, indeed it is a rule that is very unpopular, to take young people, at that time of life when they require the greatest supervision, from their parents, and send them out. It costs a considerable amount, and it is a great trial to head constables and sergeants in charge of stations to send out their children. The Inspector-General, in some cases, grants permission, and extends the time to 17 years in the case of girls, and then they have to go, and in some cases, I believe, for boys the period might be extended too, but as a rule they have to go when they reach those ages. They have to go by the regulations, and the men think that this is a rather harsh regulation that the children should leave at that time of life, and that where the regulation remains in force—that is, where the sergeant has to send his children out—he should get an allowance to pay for housing them outside.

1387. The CHAIRMAN.—You and your brother sergeants, and the men of the Force generally, know that there were considered to be reasons for this regulation?—Oh, yes, that is understood by all, but still I think that the children would be better off and safer with their parents than under the existing arrangement, when they are sent out from their parents at night. Now we also ask that the pensions be calculated on the actual pay received at the date of retirement, irrespective of length of service in the rank, and that all allowances should be calculated towards pensions. That would apply, of course, to men who were promoted, we will say, in the same rank, but are not sufficiently long in that rank to draw the maximum pension under existing regulations. A sergeant promoted to the rank of head constable has to remain

five years in the lower grade, and then to receive full pension, he would require to serve three years longer in the higher grade. The average service of a seniority sergeant before being promoted to head constable's rank now is 29 years, and he has to serve a long, long time, say 38 years, before he can retire on full pension.

1388. Do we perfectly understand this matter? In the case of increment within a rank, that is an increment to a sergeant or an increment to a head constable within the rank, at present in the case of a man who is receiving two different scales of pay within the same rank, the average of the last three years is taken?—That is so.

1389. But supposing a man is a sergeant, and is promoted to the rank of head constable, I presume that there is no claim made that if he is only a year a head constable he should not get the average of the previous two years' service?—Oh, no, sir, no; it is only the change of grade.

1390. The change of scale?—Within the rank. And then with regard to allowances, perhaps you would ask me what allowances ought to be made pensionable. Well, of course, men now draw allowances that are really no allowances to them. They are used up for the purposes for which they were granted, and I am sure no man would ask that those allowances should be made pensionable, such as allowance for office fires to a sergeant. It is not for the benefit of a sergeant, but for keeping the records of the station in a proper state. The allowances that we ask to be made pensionable are allowances for clothing, at least what the clothing cost the Government, and the allowance for making up clothing, and the charge allowance to sergeants in charge of stations, and the lodging allowance. We require these things as badly after leaving as we do in service; and there is the boot allowance. If a proportion (say, two-thirds) of these allowances were added to a man's pension, it would certainly increase the pension in a very substantial way. Now, in practice, the pension that a man receives—whether constable or sergeant or head constable—is only about half of the actual pay while serving; it is not two-thirds by any means. It is two-thirds of the bare salary, exclusive of all allowances. The next in order is the subsistence allowance. The sergeants asked that the subsistence allowance for a night's absence be increased from 3/6 to 5/-, and for 12 hours' absence from quarters that it should be 2/-, and for eight hours' absence 1/6.

1391. Mr. HEADLAM.—Why should that be allowed?—On account of the increased cost of living.

1392. Do you say that the cost of obtaining a night's lodging has increased?—That, of course, has increased.

1393. Do you mean that the charge for beds has increased?—Oh, it has increased. You would not pay some years ago as much as you have to pay now.

1394. Then it is the general rise in the standard?—Yes.

1395. Mr. STARKIE.—Have you had recent experience of being away from your station?—Oh, yes, perhaps two or three times in the year on detachment duty, and we are always out of pocket.

1396. The CHAIRMAN.—When you were on detachment duty last, where were you?—In the North.

1397. Where?—The last time was in Downpatrick.

1398. What did it cost you there by the night?—If I mistake not, we were charged 3/6 just for the bare lodging for the night, without any extras whatever.

1399. But that was lodging and food?—Lodging and food. Well, a man is always out something. The man is away from his family, and he receives no separation allowance. It does not cover his expenses at all, but in some cases it is considerably more than that. Some of the men told me it was more than that, but that is what I paid—3/6 a day.

1400. Well, the next point?—We would also ask that a separation allowance should be increased when a sergeant gets a temporary transfer, and this applies particularly to Weights and Measures duty. Sergeants have to go on temporary transfer to out stations and out Petty Sessions districts, and the expenses of their families at home are practically the same; there is very little difference, and they are a good deal out besides. Now, boot allowance. We ask that that should be increased by £1 at least, and also that the

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Sergeant PATRICK WHITE examined.

[Continued.]

fuel and light allowance should be doubled. Then the next matter refers to the widows of pensioners who die after retirement. Some of the men have asked me to bring it before your notice. The cases are rather rare, but they are very pitiful cases. Where a man dies after retiring on pension his widow gets no pension, and she is left very destitute, and it will be worse in the future than it has been in the past, because the men who joined before 1883 were subscribers to the Constabulary Force Fund, and were entitled to benefit from it, and in some cases the benefit was a very liberal allowance. Now unless the men are insured the widows receive practically nothing. If the man dies within a year the widow receives the difference between his pay and pension for that year, and that is all. Now we also wish to ask that sergeants and head constables should reach their maximum sooner than they do, say after three years. It is a long time to wait, especially in the case of sergeants. They first have to spend two or three years in the rank of acting-sergeant. It is not so long now, but they had before to spend two or three years in the rank of acting-sergeant, and four years in the rank of sergeant. I was six and a half years doing the duty of a sergeant before I received the maximum pay of a sergeant—two and a half years as acting sergeant and four years as sergeant. Section 6 of the Constabulary Act of 1908 is very unpopular with the men of the Force generally of all ranks.

1401. What is that section?—It requires constables to serve 30 years before they are entitled to a pension, and to be 50 years of age.

1402. Mr. STARKIE.—That is all ranks?—All ranks, but, of course, I am only representing the sergeants. They think it ought to be repealed. If a man has any chance at all—he has not much chance—but if he has any chance at all of succeeding in obtaining any employment, he will get none at all after 50 years of age; he is considered too old, and there are age limits for the majority of positions now, for instance, under the Department of Agriculture, Petty Sessions Clerks, etc. You cannot even get any thing from an insurance company; they consider them too old at the time. Not that they get very much as it is, but this makes it entirely worse. Now with regard to promotion, we would also like to ask that promotion to the rank of District Inspector should be made from the ranks. Of course, that does not affect me immediately, but the sergeant of to-day will become the head constable of to-morrow, and I think it would be a great attraction to good men; it would make the Force more attractive. I think, and attract men of higher status than at present.

1404. Mr. HEADLAM.—At present half the vacancies for District Inspector are filled up from the head constables?—Yes, but that is a very small proportion. At present a man promoted from the seniority list can never reach that rank. I myself, although promoted at seven years' service, never expect to reach it, according to the present regulation, because I won't reach the rank of head constable in time. And then there are age limits, and the age limits are very unpopular with some—45 and 48 years for competition and seniority, respectively.

1405. Well, with regard to the promotion of sergeants to the head constable's rank, the sergeants, especially the seniority sergeants, are not very well satisfied?—At the present time there are four lists of which you are aware from which the sergeants are promoted to the head constable's rank. The seniority sergeants get, I think, about one-half the vacancies. They have to wait for 16 or 17 years in the rank before they attain the rank of head constable.

1406. Those vacancies are reserved for the seniority sergeants?—Yes.

1407. The CHAIRMAN.—It is half and half?—Well the seniority sergeants receive roughly about half the promotion, and the other half is made up from the other three lists. The County Inspectors' clerks are men who fail to get promotion by competition. They are men who, like the seniority sergeants, were successful at one time in securing what is known as the "P." qualification, but were unsuccessful in obtaining a place on the promotion list. Then they apply for the County Inspectors' office, and are appointed in due course, and

promoted sergeants after some time, and they are eligible for head constableness, and are promoted head constables after six years in the rank. The seniority sergeants are undoubtedly better men according to the regulations of the service. They have succeeded in obtaining their promotion at first by competition in an examination held by the Civil Service Commissioners, followed by a competitive examination in professional subjects at the Depot. They are nearly all the time in charge of stations, and they have to wait 16 or 17 years in the rank. The length of time which the sergeant has to wait before being promoted has lengthened in the past 10 or 12 years by about six or seven years in the case of the seniority sergeant, but it has not lengthened a year, or any time at all, in the case of the County Inspectors' clerk; they average it six years still, and the seniority sergeants think that they are kept too long in the rank.

1409. The CHAIRMAN.—Are you talking of two classes of seniority sergeants?—Well about 90 per cent. of the seniority sergeants are "P." men who originally won their promotion by competition.

1410. You are talking of seniority sergeants who are "P." men?—Yes. Scarcely any other sergeant is eligible.

1411. Is there not a seniority class who never became "P." men?—There are very few who have a length of time in the rank sufficient to justify being called up.

1412. Who were not "P." men?—Who were not "P." men; there are very few of them at present, nearly all the seniority sergeants are "P." men.

1413. Mr. STARKIE.—You want to have the limit of time for promotion of County Inspectors' clerks extended?—It would be fairer that the County Inspector's clerk should share the same fate as the rest.

1414. The time is too short?—The time is too short, and this also applies to the competitive list sergeants.

1415. Mr. HEADLAM.—What are the competitive sergeants?—They are the sergeants who first, as constables, have passed a competitive examination, and are successful, and are promoted. After these sergeants have remained three years in the rank they are eligible for another competition for the rank of head constable, and a certain number of vacancies is given—about four each year.

1416. The CHAIRMAN.—Is a man allowed to compete more than once?—Twice, sir.

1417. Mr. STARKIE.—Is it purely in professional subjects?—Purely in professional subjects.

1418. The CHAIRMAN.—As far as the literary qualification goes, that is tested by examination for the "P." list?—Yes, and a sergeant is not subject to any further examination after that; he is qualified for the rank of inspector from a literary point of view.

1419. Mr. HEADLAM.—You said there was a third class?—The other class is where men are specially advanced owing to pre-eminently good service. They must show very great zeal and efficiency, and have a number of favourable records.

1420. The CHAIRMAN.—As I understand you, what you wish is, that the County Inspectors' clerks should not be in a list by themselves, but that they should share the seniority position of the sergeants who had not succeeded in competition?—Quite so, sir.

1421. That is what you mean?—Yes; the seniority sergeants consider that owing to their literary qualifications and having succeeded in passing a competitive examination, also in professional subjects early in life they are better qualified than the County Inspectors' clerks. Some time ago there was no such thing as a Civil Service examination. When this regulation was made the County Inspectors' clerks were probably better educated than the others, and I have no doubt that they were, but they are not now, that is, as a general rule.

1422. Mr. STARKIE.—You mean to do away with the special list of County Inspectors' clerks?—Yes.

1423. And let them take their turn?—Let them take their chance. I do not see what great claim they have. The seniority sergeants have to work hard, and to remain nearly 20 years in charge of a station before they get promoted. There is another matter that affects Weights and Measures Inspectors. They receive a very small remuneration for the performance of that duty.

1424. That varies over the country; some men are higher than others?—As regards the duty itself it varies considerably, but as regards the remuneration it is practically fixed. There are a few excepted cities where the men receive something higher. I believe that is in very large towns like Cork and Waterford, but in Kilkenny, Wexford, Carlow, and other large towns of Leinster it is the same as in country places, although there is considerably more to be done. The allowance is small in any case, and where a man has an extra Petty Sessions district it means a good many temporary transfers—at least two or three in the year, for verification once a year and inspection twice a year; and he is away from his family, and it is not at all satisfactory, as he receives for that outlying Petty Sessions district only £3.

1425. Some have as many as four Petty Sessions districts?—Some have, and, of course, they fare something better.

1426. How long does that work take them?—It varies according to the size of the Petty Sessions district. In some Petty Sessions districts there is very little to be done, and it does not occupy many days. A week would be sufficient for verification, and a week or less for inspection twice a year.

1427. It depends on the number of traders?—The number of traders in the district would always determine the amount of work a man has to do.

1428. The CHAIRMAN.—They are obliged to bring in their weights and measures?—Yes, and they have to be notified. They are obliged to bring all weights once a year for verification. Then every trader's shop has to be inspected by the Inspector twice a year, and that requires a great deal of extra work in large towns, and extra clerical work; and the remuneration is very small. But I think there is one other grievance that the Inspectors have which is worse still than that, and that is the performance of duty under the Food and Drugs Act. They receive no allowance whatever for that, and it occupies a considerable part of their time, and it entails a considerable amount of clerical work.

1429. Mr. HEADLAM.—What exactly are the duties under that Act?—Purchasing samples for analysis, and transmitting them for analysis, prosecuting cases under the Act, etc. In Wexford, where I am stationed, it occupies two days in the week, and each day's duty means about two or three hours' clerical work at night when the day's work is over.

1430. Is the sergeant doing police work still?—Well, I can scarcely answer it by saying "Yes" or "No." During the time that he is absent he is performing no other duty. When he returns he does. I have to do a considerable amount of clerical work, being a senior sergeant, and responsible for the records and books of the station. He has a considerable amount of extra work thrown on him, because he is absent during the day, and then he attends to correspondence in the morning, and the books and records of the station as well, and then he has to make up the returns in connection with the Weights and Measures and Food and Drugs Acts, prepare accounts, vouchers, etc.

1431. He would not have the work of keeping the station books if he was not senior sergeant?—Yes, but very often the Inspector of Weights and Measures is the senior sergeant.

1432. Mr. STARKIE.—Is the Inspector under the Food and Drugs Act also Inspector of Weights and Measures?—Yes. There are a few outlying where it is impracticable to pay an Inspector of Weights and Measures.

1433. The Inspector under the Food and Drugs Act is appointed by the County Council?—Yes. We perform the duty for the County Council.

1434. And all the expenses are paid by the County Council?—The expense of the purchase of the samples, and all the expenses of carrying the Acts into force, are paid by them, but we perform the duty.

1435. The fines go to the County Council?—The fines go to the County Council. It is very unpopular work; it makes the police unpopular, and there is no remuneration whatsoever for it, and a lot of their time is occupied in making purchases, and enforcing the provisions of the Act generally.

1436. If there was an allowance it would appear to

be one that ought to be paid by the County Council, and not from the Constabulary Vote?—Yes.

1437. It is primarily County work?—It is primarily County work, but at all events it is duty that is very unpopular, and it is one which entails a great deal of extra trouble on the Inspector of Weights and Measures.

1438. The CHAIRMAN.—You say that in Wexford a man is employed two days in the week?—Roughly two days in the week.

1439. What sort of things does he take samples of?—Almost every article of food and drink, principally butter and milk and buttermilk and cheese, whiskey, rum, wine, anything at all; he is bound to take them, and is bound to furnish a return to the Department of Agriculture of the number of samples taken each half-year.

1440. Who is the analyst they have?—Sir Charles Cameron.

1441. And now how many samples do you send up to him in the month?—I send up a considerable number. It varies: some months—perhaps forty in a month.

1442. Mr. STARKIE.—Are you the Inspector?—I am the Inspector of Weights and Measures, and also the Inspector of Food and Drugs.

1443. The CHAIRMAN.—Have you had many prosecutions?—I have not been very long there. My predecessor had a considerable number of prosecutions, especially for milk. But, of course, I had prosecutions in the district from which I came to Wexford, and in that county I should like to mention that I had one of the leading members of the County Council prosecuted, and at the Petty Sessions the Secretary did all he possibly could to get the case dismissed, and appeared in the Court twice. I mention that to show that we are doing the work for a body of men who are sometimes opposed to us.

1444. Do the fines go altogether to the County Council?—The fines go to the County Council.

1445. Altogether?—Yes.

1446. Mr. STARKIE.—Do costs and fines go to the County Council?—Yes, paid to the Clerk of Petty Sessions and through him to the County Council.

1447. The CHAIRMAN.—Well, under the Food and Drugs Acts are the County Council empowered to appoint any servants of their own?—Oh, yes, they have full power; but then they throw it to the police.

1448. Are they empowered under the Act?—They are empowered. It is obligatory on them to appoint an Inspector.

1449. And they have appointed an Inspector in Wexford?—I am the Inspector.

1450. But have they appointed an outsider?—I never heard of an outsider, either in Wexford or elsewhere.

1451. Are they empowered to do it by the Act?—Yes; but they find it done so cheaply by the police that they are not inclined to do it, and I think it is a duty that the police ought to perform, because it is not every man that can be entrusted with the duty. It is an important duty. Of course, most of the evidence that I had prepared to give has already been given.

1452. You may just refer to it and then you need not give particulars, unless you think that there is something peculiar in what you have to say?—Very well, sir.

1453. Mr. STARKIE.—Before you leave the question of Food and Drugs, what annual allowance do you suggest that you should get?—Well, I think it would not be unreasonable that we should get at all events as much as we get for the Weights and Measures.

1454. That is not a fixed sum?—That is not fixed. Well, it is fixed by the Petty Sessions. The number of Petty Sessions Districts for which a sergeant acts as Inspector determines the remuneration. It is £6 for one Petty Sessions District, and if you have an extra district, £3.

1455. How many districts have you under the Food and Drugs Act?—I have one. It is divided into a rural and urban section. The Corporation pay for the samples and for the carrying out of the Act within the borough boundary, and outside the County Council pay for it, so virtually it is two Petty Sessions Districts.

1456. The CHAIRMAN.—We were told that the allowance for Weights and Measures was derived from a fund that was formed from the fees?—That is, of course, the fees for verification of Weights and Measures?

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Sergeant PATRICK WHITE examined.

[Continued.]

1457. Yes, and that these were pooled at headquarters and then allocated?—Yes, sir; but so far as the Inspectors are concerned the amount seems to be fixed; it has never varied with me.

1458. Mr. STARKIE.—What do you suggest?—That the Inspector should receive as much for the performance of Food and Drugs duty as he does for the other.

1459. It is not exactly a fixed amount?—Well, it is very near it; you might say that it is fixed, because it is the rule. There may be some exceptions that I do not know of; but I know that I have been performing the duty for the last 11 or 12 years, and it never varied with me. The rate of allowance for Wexford is the same rate as I had in the station which I left, although the duty which I perform will probably take up 10 months of the year, and the other only took two months or less.

1460. Mr. HEADLAM.—The rate does not vary, but the amount received by the Inspector varies. We have been hearing the evidence of a Donegal Inspector that a man gets £10 a year?—It is very seldom that a man gets £10. It is £9 for two districts; £12 for three districts, and so on. It is £6 for the first district, and £3 afterwards. Mr. Roberts, I think, if I mistake not, said that he considered that the Inspector of Weights and Measures is not sufficiently compensated. In some cases, of course, the Inspector of Weights and Measures is also sergeant in charge of a station; but in district head-quarters there is one Inspector of Weights and Measures; there must be an Inspector of Weights and Measures. There may be some exceptions, but as a rule all over Ireland in the district head-quarters there is also an Inspector of Weights and Measures, who is not in charge, and this Inspector of Weights and Measures, as I have already mentioned, is a man of comparatively superior education. He has to pass first and foremost a competitive Civil Service examination, and that is followed up by a very stiff Board of Trade examination, and the men expect that they ought to get some consideration for that. As a matter of fact, an ordinary sergeant in charge of a station who has never passed a competitive examination is better paid. The Inspector of Weights and Measures in a town is not in charge and he has high house rent to pay, and so instead of being anything better he is worse off than the man who never went in for a competitive examination. I would also like to remark that Mr. Roberts, the County Inspector, referred to Donegal as being a very quiet county, and lest it might be inferred that men in quiet counties fare better than those in disturbed counties, I wish to remark that men in

quiet counties are sent about the country on detachment duty, almost continually sent from their own quiet counties to the disturbed ones, and that imposes extra duty on the men who go on those temporary turns of duty and also on those who are able to remain behind. I know that detachments were sent from Wexford to Roscommon in 1900 and were detained there for considerably over a year, perhaps two years. Detachments were sent to Templemore owing to the grazing agitation in 1902 and 1903, and to Meath in 1908 or so, and to King's County and to Kildare, and as a matter of fact there is a detachment from the county still in the County Kildare, so that the quiet counties have quite enough to do. Now, with regard to my expenses, it is scarcely necessary to dwell on it. My total pay is 32/- a week, and I have 2/- lodging allowance, and 6d. for boots. Well, I have not much when I deduct for rent and for cleaning of barracks, for fuel and light, and for dues to clergymen and to the Christian Brothers.

1461. That is for education, is it?—No, but they require subscriptions as well from those who send their children to them, irrespective of what you pay for the children's education. Well, when I deduct all these it leaves me about 4½d. per head per day for my family. I think it would be humiliating and distressing to follow it further than that. It is utterly impossible for married men to live on their pay.

1462. The Christian Brothers charge 2d. a week for instruction?—They get 2d. from the poor children and sometimes 1d. a week, and 2d. and 3d., and they expect 6d. from a policeman.

1463. They charge what they like in fact?—Yes; there is no Government grant, and they expect you can pay at least 6d. for every child that goes there.

1464. Then in addition to this?—In addition to this they collect subscriptions, and it is advertised and the Brothers call round and you give a contribution. It leaves 4½d. per head per day for the support of my family, and I think it will be conceded that very little can be got at the present time for 4½d. I do not think there is anything else I have to say in the way of evidence; but I have been also asked to request that the findings of this Inquiry should be carried into effect as soon as possible. The last time it went on for 7½ years before they were carried into effect.

1465. The CHAIRMAN.—You know that it requires an Act of Parliament to make a change, and that would take some time?—That will take some time, but it won't take 7½ years I hope, sir.

District Inspector IVON HENRY PRICE examined.

1466. The CHAIRMAN.—You are stationed in Nenagh?—Yes.

1467. How long have you been there?—5½ years.

1468. How long are you in the service?—23 years next month.

1469. And what other counties have you served in?—I have served in Tipperary South Riding, and in Meath, and I was up here at Head Quarters for 5½ years. I was six years in Cappawhite, South Riding, a remote locality, and 5½ years in Athboy, a small village, and 5½ at Nenagh.

1470. And you have been selected to come up here and give us some information bearing on the subject of this Inquiry?—Yes.

1471. And I presume you have what you wished to bring before us arranged in some order?—Yes, I have.

1472. Well, now, would you just give us it in your own way, and deal with the subjects as you have arranged them?—Well, in the first place, I may say that I am 21 years a married man, and I have a family of 8, and so I understand about household expenses and education of children, of course, on a different scale, but I understand the difficulties of the men, and I have studied their case from the individual point of view. I have some figures. A great many of them have been supplied to you already, but I have some particular cases. I am acquainted with the whole County Tipperary I may say. Tipperary has passed through rough times, and it is very quiet now, but

still the police work has not diminished. We are very often sent on detachment duty, and the number of men at each station has been reduced to three constables and a sergeant, and in a great many cases sub-districts have been increased in size, so that it has thrown more work on the individual constable. He has a larger area to cover, and very often men are away on detachment duty and the work must be done.

1473. Have any of those changes of the amalgamation of sub-districts taken place in your time?—No, not in my 5½ years. In fact there has been one protection post established in my district since I came, but that is only for a particular purpose.

1474. I understood you to say some of the sub-districts have been enlarged in your district?—Oh, yes, just before I came two had been done away with in my district, that is Nenagh District; I find that there is discontent and dissatisfaction, especially amongst the younger members of the Force with their pay and prospects, and I find that married men with families cannot live on their pay. Except in the case of two or three it is impossible for them to live on their pay, and it is really a pitiful struggle that they have to make. I think the Committee will agree with me when I say that a man has something more to do than merely to live; he should have some prospect of improving, and I have taken from the "*Irish Times*" a pronouncement from the Roman Catholic Hierarchy as to what the workman is entitled to for his thrift and industry.

It is very short (reads extracts). I think that is all our men seek, and they have not got that opportunity of steadily improving their condition.

1475. Mr. HEADLAM.—How long has that being going on, this inability to maintain their position?—It has been going on for 8 or 10 years, and the condition of things has been getting worse and worse. There has been a tremendous improvement in the condition of the people in the Co. Tipperary. I was away from it for over 10 years and in that time the people have been purchasing their farms, and in the last five years in Nenagh, and I might say all over the place, there are hundreds of labourers' cottages. There have been at least 150 labourers' cottages built all round the place in the Rural District of Nenagh since I came there, making a total of 450 labourers' cottages with an acre of land each, with rents of 1/1 to 1/7 a week. The information given to me is 1/1; but I think that must be for a half acre plot, and 1/7 for the whole acre plot. The men working on the roads, the County Surveyor's men, labourers, are exempt from working on the roads to work on farms in harvest time, when they are able to get 4/- and 5/- a day, and their pay at other times for regular employment has been raised now to 14/- a week and there are men engaged at 15/-. The labourer has free medical attendance and he has an old age pension. In two labourers' cottages within a quarter of a mile of my house I know there is over £2 a week coming in to them in wages, that is, the father and brothers are living there together and they have a patch which they cultivate, and besides that there is also £2 coming in.

1476. Free medical attendance under the Dispensary system, there is nothing new about that?—No, but they have it and their position is very good and it is quite a change and a pleasure to see these good little houses that they have got so cheap. The men in the Police Force look round and they see their brothers or relations, men of the same standard in life as themselves, put into good positions and good employment, which they never can hope to get into, and that is employment under the County Council and under different public bodies.

1477. The CHAIRMAN.—What sort of situations?—Well, there are clerkships of the County Council. There are a number of clerks. There are six at Nenagh, as I am mentioning that I may touch on what their salaries are. The senior clerk of the County Council began at £90 a year in the year 1899 and has attained the maximum now of £150 a year, and he is allowed to take extra work to the amount of £30 a year. The second clerk started with £60 a year and he has attained a maximum of £120 in those 15 years and he also has about £30 of extra allowances. The third clerk began at £40 and he is now at £100, and then come some junior clerks. One commenced at £50 with a maximum of £75, and another commenced at £40 with a maximum of £75. They will reach their maximum in the year 1915, and they have been only a few years in the office.

1478. Mr. STARKIE.—When were those salaries fixed?—Those salaries were raised quite recently. One of those men is brother-in-law of a man of our Force, who is now Clerk of Petty Sessions. In the whole of the County Tipperary I think there are 18 Petty Sessions Clerks, and two of them are ex-policemen.

1479. Do County Council officials get pensions?—I cannot answer for certain, but I think they do. I may tell you that they have six hours work a day and four hours on Saturdays, and they have a month's holiday on full pay and the whole Sunday to themselves, and their other evenings free, these are the same class of men as our men.

1480. Mr. HEADLAM.—Do you know anything about their pension prospects?—I cannot say that, sir, as I do not know; but I think they are entitled to pension, and with those salaries men ought to be able to insure. Now, there is another class that resemble our men, because our men have brothers in that class, and a few of them are married to women who were engaged in the work of that class, and that is the National Schoolmasters. Now, they stand far ahead of our men in pay and prospects. There is one thing about them,

they are able to take other employment independently of their pay. There are some cases where the National school teacher is sub-postmaster and he has land, and he can farm, and his wife can manage the farm if she is not also teaching, and if she is teaching and is a first class teacher, she can get up to £151 a year. But I will take the lower grade. In the lower grade, the third grade, the salary of a National school teacher commences at £63 a year for the first three years, and his wife, if she was a teacher, would get £51 a year for the first three years, and then they may both work together drawing those scales of pay.

1481. The CHAIRMAN.—That is not usual?—It is not very often that a man and his wife are both teaching.

1482. Mr. HEADLAM.—He begins at £63 and you say that a constable would not have in four or seven years anything like that?—Yes. After three years the teacher gets £70 (and these rates are all recommended for substantial increase); after another three years he gets £77 and after another three £84, and now he is 12 years at £84, and he may pass then into the second grade if he is a good man after three years. He gets £94 in second grade to begin with and after three years he gets £104, and after another three years he gets £114. Then after he gets into the first grade he commences with £127, and after three years he goes up to £137. If he gets into the first of first grade it is £149, after three years £161, after another three years £173, and after another three £185. Then there are cases and they are a good many cases, I could not say how many, but I know of cases where husband and wife are teaching the same school. The woman can commence now at £51, and then may possibly go up to £151.

1483. There is no restriction against a constable marrying a school teacher?—Oh, no. There are a few cases. One of my sergeants has married a school teacher, but she lives at another place altogether. I knew another case 15 years ago in the County Meath, and in that case they were separated too.

1484. And you would not approve of the allegation that a school teacher is paid less than a policeman?—No; a school teacher has a wage two or three times that of a policeman. In addition to these salaries it is a common practice for a smart National school teacher to give private tuition and grind for clerkships. It is regularly done in Nenagh. There is a very good man there making a considerable amount out of private tuition. He can engage in any occupation, and he has only five days' work in the week, and he has up to two or four months' holiday.

1485. Supposing the teacher could not get out of the third class, he would not be very much better than the policeman?—He would not be better than the constable, except that he could take that extra work, and he could farm and let lodgings.

1486. Mr. STARKIE.—Cannot a constable let lodgings?—Oh, no.

1487. I thought if he got leave he could?—I don't know of any case; there may be some in Belfast, but I have personally no knowledge of it.

1488. There is no restriction except that he has to get leave?—He has to get leave. If you saw the small houses our men have to live in, you would say they have not much room for lodgers. The effect of all this is to prevent recruiting. I have found it very hard to get recruits, and I have taken a great deal of personal trouble in the matter, and have spoken to my sergeants. Several young men that I spoke to refused to come at all, and in some instances when they came to my office and passed the examination in my office they would not go on to the County Inspector to stand examination, and in two instances men who had passed the County Inspector's examination absolutely refused to go forward. Now, taking the County Tipperary, North Riding, in the years 1899, 1900, and 1903, in those years we got 48 recruits; 8 of them were over 6 feet high, and the average height of the recruits was 5 feet 10½ inches, and average chest measurement 38 inches. In the last three years, 1911, 1912, and 1913 we only got 32 recruits, that is a diminution in number of 33½ per cent., and the average height was 5 feet 10½ inches (half an inch of a reduction), and the average chest measurement was an inch less, that is 37 inches.

Their measurements were less and there were thirty-three and one-third per cent. less of them, and their literary qualifications on the whole were very poor. In fact, I sent some of them back to work up and to come up for examination again. Now, as regards the house rent our men have to meet, of course, it may be said that Nenagh is a very dear place, and it is a very dear place. The average rent paid by married men there is between £14 and £15 a year, and the day before I came up here I went to see a constable in a house costing him £12 a year. He has no water supply, and he has put in a range himself. He has no water-closet, and he has only a very small garden. Three-fourths of this room would hold the whole house.

1489. Mr. HEADLAM.—There is a table put in here showing the average weekly rent paid by policemen not accommodated in barracks, and the average rate in Tipperary North Riding is 4/3 a week?—Yes, that is near £12. Nenagh is specially dear, as I know personally.

1490. Possibly houses are more expensive in Nenagh and less expensive in the county around?—Oh, yes. I have spoken of the ordinary labourers' wages, and referring to the carpenter and mason I may say that the building of the 150 cottages in 5½ years in Nenagh district has given an immense amount of employment to masons, plasterers, and bricklayers, and there is a new convent there and a new school for girls, and there is a new school for boys; it is impossible to meet a skilled labourer now that does not get very fine wages. I find in Thurles that there is an average increase of 1/- a day and it is the very same at Nenagh, and at present the wages at Nenagh for carpenters per week have gone up from £1 10s. to £1 16s., and for masons also from £1 10s. to £1 16s., and bricklayers the same, but there are few plumbers. They get £1 15s. up to £2 1s. There is another source of work for labourers in Nenagh district, the Killaloe Slate Works, which once employed 200 men, are now employing 150. The men come there pretty much as they like. They work by the job, and the man who does rough work can get 15/- a week. A skilled man paid by the job might make up to £2 10s.; but that slate quarry is in a bad way financially at present. There are appointments that our men have no chance whatever of getting, and the salaries I cannot give exactly, but I think they are about £100, that is under the National Insurance Act, and also under the Department of Agriculture. Those are country men like themselves—farmers' sons.

1491. The CHAIRMAN.—What appointments are there under the Department of Agriculture?—There is a man who is local Secretary at Nenagh, and organising an Agricultural Committee, and I think he gets £100 and £150.

1492. He has some technical experience of farming?—He was a farmer's son, and he went up to the College here in Dublin for training for two or three years. With regard to our men getting employment after they leave the service, there is very great difficulty. I will only refer to two cases within my own knowledge in the last two years, one within the last month. One sergeant in a town sought the post of rate collector. He was eminently qualified in every way; he was a "P." man, and he was Inspector of Weights and Measures, and you could not well meet a more suitable man, and there was a young fellow put up against him. There were nine votes promised to the sergeant, and he had only three to beat, but when it came to the election he got one vote, and the appointment was simply given to a local man who was not so fit for the position, and the sergeant was passed over. The other case was one in which one of my sergeants went up lately for the post of Clerk of Petty Sessions.

1493. Mr. HEADLAM.—Who has the giving of that?—The magistrates. To illustrate how these are worked, the magistrates assembled from all parts of the country who had no right whatever to sit there on the bench, and they came and voted, and the election was afterwards declared null and void. Anyway they elected their own man, a young man of 21 years of age, with

no experience whatsoever of the work. The Presiding Magistrate, who was a prominent politician, and was once for a few years in our Force as a constable, made a speech on the ignorance of the police with regard to the law, how they had a smattering of criminal law, but that they could not possibly appoint this sergeant of mine of 20 years' service; that he could know nothing about it. Then they elected this boy of 20 or 21 years of age, but that was declared null and void, and there was another election, and my man got some votes, but he did not get the post although he was the best qualified for it; and (I do not know this personally, but he told me himself) when his name was called in Court it was hissed. That is the sort of thing that is going on, and our men have not a single chance of getting an appointment under these public bodies.

1494. Is that worse than it used to be? Yes, it is; it is growing worse, decidedly worse. I have mentioned the fact that there are two clerks of Petty Sessions in Tipperary North and South Ridings who have been in the Police Force. The man at Nenagh, a most able man; a head constable there for many years, did the sensible thing of marrying the daughter of a very nice respectable farmer living near, and he got the appointment, her father having a good deal of local interest, and they could not have made a better appointment. The other man is in the South Riding. Now as regards the men personally, some of the men asked me to tell you their difficulties, and I am sure you do not want me to enter into any details, but I will just mention a few cases. I have one case of a sergeant: I won't give his name; I do not think it is necessary to give the name, but this particular sergeant has eight children, and he lives in barracks, and he has very good accommodation in barrack. He had money saved, and he got some money with his wife. His saved money is all gone, and he cannot afford to insure his life. The sergeant and his wife make all the clothes for the family, and he makes his own uniform, and it is one of the best made uniforms in the county. I asked him, "Who made your uniform?" that is before I knew anything about the case, and he told me. He mends all the family boots, and he told me it did not cost him 1/- since he was married, and that he sits up till 2 a.m. mending boots, and I found him on inspection there. He has been unable to take a holiday for five years, and he is a very steady, able man. Well, his deficit at the end of the year is £19 13s. 6d. His pay is £83. His pay and allowances, less deduction for lodgings, amount to £87 10s., and the food for his family of eight cost him £6 per month—£72 a year. Coal (it is a remote place, and the coal has to be carted a considerable distance) comes to £8 2s. 6d.; materials for clothes cost £10; boots for himself and family, £4 12s. There are no repairs there. He purchases boots and leather for mending together. Then he has a bicycle for himself, (every man in my district has a bicycle, and they are extensively used), and he has bicycles for his bigger boys who ride into Nenagh—£3 a year. Then there are extra school fees. I know one man in giving evidence did not mention that he paid extra school fees. This sergeant pays £1 a year to the Christian Brothers. Then there were school books for this family of boys; they had to pay for arithmetics and that sort of thing, and that is £1 10s. Well, one of those boys bicycling in eight miles every day and back to the Christian Brothers' School won a scholarship in Cork of £50 a year for three years, and he is educated free of expense to the sergeant; that is very satisfactory, and he has got another boy who is going to try and do the same. The only cost of that boy in the year is that he pays his rail fare home, and that is about £2 2s. a year. This man smokes, and it costs him £2 7s. (two ounces in four days), and then there is Church money (15/-). He has got authority to take a small bit of land to grow potatoes on. Five shillings a year he pays for that. Then there is £1 for sundries and the total is £106 13s. 6d., as against £87 10s., that is a deficit of £19 13s. 6d. I asked him, "What stands now between your family and poverty if you died?" and he said "nothing." That is the ease of a sergeant in charge. That man has 25 years' service.

1495. How old is the eldest child?—The eldest boy, I think he is 18 now. He is in Cork College, and he has done very well. Even there, there was a little set made against him on account of his being a policeman's son, I am sorry to say. Now I have another sergeant in the county. He is 49 years of age, 16 years a sergeant, and he is on the promotion list for head constable. His boy also won a scholarship from the Christian Brothers, and he gets a certain amount of education free, but he has got to pay £15 a year. The boy got a scholarship, and he just pays £15 a year to pay his way. I think it is in Cork, but at any rate he has three boys at home. He has a Weights and Measures allowance. He gets £6 a year for that, and he has got an immense amount of work in connection with that. The last witness did not mention the fact that an Inspector of Weights and Measures at the headquarters station has to go all round the county once a year with a five-ton standard testing and weighing machine, which takes him a week or so away on long journeys. His total pay and allowances amount to £96 3s. He insures his life for £11 19s. 7d., and he pays this £15 for the boy. He used to smoke, but now he is a teetotaler, and does not smoke. His total expenses, including the £11 19s. 7d. and the £15, amount to £133 14s. 6d., which leaves a deficit of £40 6s. 9d., or omitting this life insurance and the boy's fees, leaves a deficit of £13 7s. 2d. He pays £12 a year for his house. Now there is a constable, a married constable, with five children living in a village. The children's ages range from ten to two years of age, and the constable has 18 years' service. His pay and allowances amount to £76 2s., and his expenses amount to £80 10s., leaving a deficit of £4 8s.; but unfortunately this poor man some years ago, before he was married, when he was thinking of getting married, insured his life in the Prudential Assurance Company for £200, and for two years he paid a premium, and paid in all about £30 in premium. It was one of those insurance policies which would give him the money on his retirement, and he said he got nothing back; he told me that he got nothing back, that he dropped the £30.

1496. That he stopped paying the premium?—Yes, he was utterly unable to pay them. This man is a non-smoker and a teetotaler, and I visited this man's house, and I am sorry to say it was evidently poor, and everything of the very plainest. His wife had a little money, or else the family would be hopelessly in debt. The wife makes all her own and the children's clothes. The constable is not able to mend his own or the children's boots, and he does not keep any accounts, and he simply lives from hand to mouth. He finds his month's pay does not meet the month's expenses. He has spent all his savings that he had collected as a single constable.

1497. That is in a country district?—Yes, one sergeant was in the town and the other in a country village, and the constable's case I took now was in the country village in Tipperary. As regards prices of food and clothing, I have got a summary made up, but I interviewed one of the largest retail grocers in Nenagh, a very nice old gentleman, and he was very keen to give me information, and also the largest draper, and I got particulars from Thurles, from the District Inspector there, who consulted similar people in Thurles, and I find on going through the table here that the average increase in the price of the staple articles of food in Nenagh town since 1901 was 29 per cent., and the average in Thurles is put down as 24 per cent. I only give the figures as I got them; and the average increase in the price of clothing in Nenagh, that is taking clothing and boots, is 20 per cent., and I find that there is practically no difference in living in the rural districts about Nenagh and in the town,

except that in the town of Nenagh house rent is very high.

1498. The CHAIRMAN.—But as to necessities it is very much the same?—Much the same. There are some things that they can get cheaper—potatoes and eggs, and some other things cheaper—and sometimes they contract with a farmer to give them butter at a certain rate. I think one great difficulty of getting recruits is the impossibility—I may say impossibility—of married men living on their income. They are all in debt £15 or £20 a year if they do not get some private help, and I think they are entitled to a substantial increase; all the ranks are entitled to a substantial increase.

1499. Mr. HEADLAM.—You say that the standard of living has gone up as well as the cost?—Immensely.

1500. I suppose that ten years ago a sergeant would not send his son to a University?—The sergeants have done splendidly for their sons, and have always tried to do their very best. On the subject of the single constables I may mention the case of one young constable living in Nenagh, and I went through his bills, and I found that at the end of the year he had a small sum, and he insured his life. A good many of the young men do that now. They pay £3 to £5 for each policy. He insured his life, and without going to the expense of going away on a holiday he has a few pounds in hand, but he could not save that first when he joined, but after the first few years he has been enabled to do that. I find, however, that in the cases of all the married men that I have spoken to, where they have saved money, it is gone almost immediately after they are married in the expense of setting up house.

1501. How would you compare the life of a young man who enlists in the Constabulary with that of one who enlists in the Army?—The Army man is much better now, and he comes out after a short service well fitted to enter employment, they are so well taught in the Army now.

1502. They are able to save money in the Army now?—I do not know what they can do about saving money, but any amount of labourers about Nenagh that are building these houses, lots of them are reserve men.

1503. Reservists?—Yes.

1504. Mr. STARKIE.—When you say a substantial increase, have you any figure in your mind?—I would not name any figure.

1505. The witnesses claim an increase of 25 per cent.—Looking at the expenses that these men have given me lists of here, they are living 25 per cent. over their incomes, and I can see plainly that in some of the cases I saw the men were very pinched, and the children had very poor clothes and food.

1506. Mr. HEADLAM.—Do you know any pensioners who are unable to get employment all the year round in the Co. Tipperary?—Oh, yes, but I could not give you the exact number of them.

1507. But do you know the cases where a pensioner is living solely on his pension?—Oh, yes; I think in Nenagh town alone we have got five living solely on their pensions. There are some of them that have got shops.

1508. I mean without any other means?—There is a man living solely on his pension next door to the barrack. There are five of them in Nenagh. The one next door to the barrack is not married, but the others are married. I don't think our men could after retirement under any circumstances get a labourer's cottage.

1509. Mr. STARKIE.—He must be a *bona fide* labourer in order to get a cottage?—If he is a *bona fide* farmer's son, or a blacksmith, or a carpenter, he gets it. I know several cases where they have two cottages side by side—a double cottage.

Head Constable BERNARD CROGHAN examined.

1510. The CHAIRMAN.—How long have you been head constable?—A little over eight years; eight years since last December.

1511. You are stationed now at Claremorris?—I am stationed at Claremorris, in the County Mayo.

1512. How long have you been there?—All my service as a head constable.

1513. And before you were a head constable, where did you serve?—I served in Cork East Riding.

1514. All your service?—No, sir, for eight years,

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Head Constable BERNARD CROGHAN examined.

[Continued.]

and prior to that I had served for 18 years in the County Clare.

1515. What is your entire service now?—My entire service is 34 years and 8 months.

1516. Are you a married man?—I am a married man.

1517. Have you any family?—I have three of a family and myself and my wife.

1518. Have you accommodation in barracks?—I have accommodation in barracks.

1519. Now what particular area do you represent here?—I represent the head constables of the Province of Connaught, sir.

1520. And I see that there was a memorial sent in by the men of the Province of Connaught which you signed?—No, I signed the memorial that was sent in for the district of Claremorris, to which I belong. I sent forward that memorial as representing the wants of that district.

1521. I presume that coming here to represent the men of the Province you have received other information since this memorial was prepared?—I have received statements and lists of prices from the various districts in the Province.

1522. Now will you put in the order in which you have prepared it yourself any information you desire to give to the Committee, and just give us as shortly as you can, but as fully as you please, the different items that you wish to bring under our notice?—As regards pay, sir, on behalf of the men of my rank in the Province of Connaught, we make a demand for an increase of at least 25 per cent. on our present salaries, and we make that demand owing to the increased cost of living in the various counties and the various districts. In support of that I will give you a list of prices prevailing in the various districts in Connaught, or perhaps it would be shorter for me if I give you the list that I have compiled myself from the information I have received from the various other counties in the Province.

1523. It think it would be?—And the figures which I will quote are those existing in 1901 and those ruling in January of the present year, 1914. In 1901 the 4lb. loaf was 5d., and in 1914 6d. Flour was 1/5 a stone, and now 1/9; potatoes, 2½d., and now 5d.; beef, 6½d. to 7d. in 1901, and in the present year 10d.; mutton was 6d., and now 9d.; Irish bacon, 6½d., now 1/-; foreign bacon, 5d., now 8d.; milk, 1d. a pint, now 1½d. a pint; butter, 1/-, now 1/5, that would be creamery butter; home-made or farmers' butter you got at 10d., and it is now 1/2; coal £1 then, and now £1 15.; peat or turf by the load 2/6, and now 5/-; paraffin oil, 7d., and now 9d.; eggs, per doz., 8d., and now 1/6; oatmeal, per cwt., 9/6, now 12/9; tea, 2/-, now 2/6 per lb.; sugar, 1/7, now 2/4 a stone; boys' boots (those would be for small boys), 4/-, now 5/-; women's boots, 6/6, and now 8/-; men's boots, 10/-, and now 12/-; of course, those would be an inferior class of boots which are usually worn by country people. Our experience in reference to the cost of men's boots is that it has gone up from 13/- to 17/6, that is ordinary police boots.

1524. Now are those made locally, or do you get them from an importer?—They are made locally. I adopt the system of buying the materials myself. I always keep a pair of lasts of my own and I buy the materials in a shop, and I take this to the shoemaker with my lasts and I get him to make my boots, and when I pay for the material and pay for the making the boots that I could purchase 10 years ago for 13/- now cost me 17/6. Well, as comparing the increase we demand with that of mechanics and labourers, I will quote you some figures which prevailed throughout Connaught in 1904. A stone mason was then getting 4/6 a day, he is now getting 6/-. A slater's wages have gone up from 4/6 to 6/-; a carpenter's from 5/- to 6/-; a plasterer's from 5/- to 6/-; a painter's from 5/- to 6/-.

1525. Mr. HEADLAM.—Can you give the actual wages?—This is the wages per day, sir. Builders' labourers' wages have gone up from 1/6 to 2/6; and that information I have given you I have obtained from

a building contractor in the town of Claremorris, a man who carries on extensive building contracts, and as a guarantee of the accuracy of the return he signs his name to it, which I will give you if you wish. The gentleman's name is Thomas Moloney. The wages of a baker have gone up from 5 - to 6 6 per day. That information I obtained from a master baker who employs bakers in the town of Claremorris. The annual salaries of drapers' assistants, indoor, have gone up from £45 to £60, and outdoor from £70 to £85. These are people who have neither bed nor board nor lodging nor anything else, but to provide themselves solely outside. Grocers, indoor, from £40 to £60, and outdoor from £65 to £85. Then for dockers in the town of Sligo, which is the only place I think where that class of men are any way numerous, their remuneration for delivering from a ship has gone up from 9d. to 1 - per ton, and the head constable at Sligo informed me when he was sending particulars of his district that if a docker in Sligo works three days in the week he can earn more money than the head constable himself does in seven days. As regards allowances, the head constables of Connaught would be desirous that the charge for barrack rents should be abolished, and that increased allowance for lodging should be given as follows:—For the head constable (there are very few of that class in Connaught who are in receipt of lodging allowance, because the districts are small and there is only one head constable in each district head quarters, and he being in charge always remains in barracks), for the head constable £16; for the sergeant £14; and for the constable £12. And while I am on that I would like to put before the Committee that the head constables in Connaught think it a great hardship when their children arrive at certain specified ages, that is in the case of a girl 16 years, and 18 years in the case of a boy, that although a certain amount is deducted from their fathers monthly for that accommodation yet they have to send those children out to lodging. It affects a great many of the head constables of Connaught, as most of them are men of long service, and they have in some instances to pay highly for the accommodation of these children outside. A head constable may have a boy over the age, and he may have a girl over the age, and both these have to go out, and he has to rent two rooms, one for the girl and one for the boy, and they think that it is rather a hard rule, and an ancient one, that a young girl 16 years of age should be put out of the barracks from under the care of a mother and left in the care of strangers who, perhaps, take very little interest in her; and we ask that where such a regulation would be enforced the head constable should be allowed full lodging allowance to enable him to procure accommodation for those children, and to allow the mother to live with them at night.

1526. What age does a boy have to go out at?—Eighteen.

1527. Is he not earning his living?—Well, very often he is not. It is very difficult and almost impossible for a boy who is the son of a policeman to get any employment whatever in an office in the West of Ireland. They won't even take them in business premises. If you want to apprentice your boy to a trader in the West of Ireland he would not have him, any more than he would have a man from the north pole; he has no connection; he could bring no influence; he could bring no trade to the man's place, and consequently he won't have him.

1528. As a matter of fact, what do the sons of policemen generally do?—A good many of them emigrate.

1529. Eighteen is too early for them to emigrate?—Eighteen would be too early for a boy to emigrate, but a great many of them go to the Colonies after eighteen. Some of them join the Police Forces. That would be an early age too, but just the time that he would be admitted. As a rule a boy is not fit to go out into the world at that age.

1530. Mr. STARKIE.—As a matter of fact, where do they go when they have to leave the barracks?—They go out into the village or town or wherever the bar-

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Head Constable BERNARD CROGHAN examined.

[Continued.]

rack happens to be situated, and they take a room or two rooms there in a lodging-house where the father happens to be stationed. He has no choice and he has to take it wherever he can, for as soon as they arrive at the age out they must go. In some cases the Inspector-General extends the time if a man would say that he was about to retire, or that there was some particular reason. In that case the Inspector-General might in his discretion extend the period for six months or twelve months to meet that desire. The head constables also think that the nightly allowance that is now given is inadequate, and they also think that the allowances for periods of eight and twelve hours, and the separation and subsistence allowances are inadequate.

1531. The CHAIRMAN.—What are they at present?—The head constable's nightly allowance at present is 4 6.

1532. Twelve hours?—For a period of twelve hours it is 2/-; for eight hours 1/6.

1533. Then the separation allowance?—The separation allowance is 1/6 per night, and that on many occasions in the West works very unsatisfactorily for the head constable. I had experience myself of being transferred from my stations to take charge of a district in the absence of the District Inspector of that district and the head constable, and it happened when I got there that the one single sergeant who was in the place with whom I might go into mess was living away and the others were married and there were only three young constables, so I had to share the mess with the men, and I was 28 days there and it cost me on the average 3/6 a day between paying the servant and providing myself with food and fuel, and while I was there I got 1/6 a night for separation allowance for being taken away from my family.

1534. Mr. HEADLAM.—But no lodging allowance?—No, I got nothing; I stayed in barracks; I had the luxury of a straw bed in barracks and I got 1/6 a night for my 28 nights that I was absent and I did the work of the head constable and the district inspector.

1535. The 1/6 would be supposed to provide you with a bed?—The bed was there and I slept in the place.

1536. What was the 1/6 supposed to provide?—It is just an allowance to compensate you for being taken away from your family. It might be a means of providing you with food while you are separated from your family. Then, the increase that I would ask for on behalf of the head constable would be 3/6 per night separation allowance.

1537. That is to cover bed as well as food?—That is to cover all. And that when a head constable is on detachment duty or any other duty which keeps him absent for the night where he has to pay for his food and lodging he should get 6/- a night. It is not even half what is paid to a third class district inspector. And we claim for a period of 8 hours 2/-, and for a period of 12 hours 2/6, and a nightly separate allowance of 3/6. We claim to have all allowances calculated as pay when our pensions are being fixed, including lodging allowance, charge allowance, boot allowance.

1538. Those are the allowances that you think ought to count for pension?—Those are the allowances that I think ought to be included and taken into account when our pensions are being calculated. We think that is not unreasonable, seeing that the allowances of district inspectors are taken into account when they are being pensioned.

1539. The CHAIRMAN.—That is lodging and servant?—Lodging and servant's allowance. And we ask that all pensions be calculated on the rate of pay which a man has at the time of his retirement. We ask that those allowances be included so as to enable us to live in some sort of comfort on our pensions after we retire. The necessity for those increases is owing to the fact that no employment whatever can be got for a police pensioner in the West of Ireland.

1540. Mr. HEADLAM.—Is that a new thing?—Not very new, but it has come into existence since the

passing of the Local Government Act, since all the county offices and business have passed to what we call National Boards, and policemen now will get nothing. I have not known a case since I went to the West of Ireland, eight years ago, where an ex-policeman got employment except three.

1541. The CHAIRMAN.—What employment was that?—One of these is a sheriff's bailiff, and the others are minding railway crossings at 10/- a week. We ask for an increase of the present rate of pensions to widows and orphans of men who die in the service. I think that evidence has already been put before you on that point, so I won't go into it; and also of men who die after leaving the service, and that also I think has been put before you. I do not wish to go over any ground that has already been covered. We ask that all promotions to the rank of District Inspector should be from the head constables' rank and we think that that is not an unreasonable change, seeing that I think it will be admitted all round that the head constables who have been fortunate enough to get promoted to the commissioned ranks have well and admirably discharged the duties of that office. As a matter of fact, I know that at the present time almost all the disturbed areas in the West of Ireland are officered by men from the ranks, and we also desire to have the rank of third class District Inspector abolished, because we think that the keeping of the third class District Inspector militates against the advance of the head constable. If I claim an increase of 25 per cent, it would be bringing me a little over the pay of the present third class District Inspector. His pay, of course, is very poor while he is in that rank, but it is the fact of the allowances that he has that enables him to exist at all.

1542. Is your proposition that the third class should be abolished and that the number of District Inspectors altogether should be reduced by the number at present in the third class?—We do not go for any reduction of the District Inspectors' rank. The number of third class District Inspectors is very few, they are only about 14 or 15.

1543. Then your idea is that they should be added to the second class?—That they should be added to the second class so soon as they would become efficient District Inspectors, and that they should commence on the second class salary, which is £165 a year. We say, as regards our rank, that we think we have been the most neglected rank in the service for a number of years. The salary of a man of a similar rank to mine in the year 1872, with good service pay, amounted to £101 a year. His salary was £91 and his allowance for good service pay £10 a year, and most head constables, before they attained the service which I have now in my rank, attained to that good service pay. By the Act of 1883 an increase of £3 a year was given to head constables, and by that same Act a sum of £2 12s. was taken off us for barrack accommodation, leaving us just, as regards pay, 8/- a year better off than the man of similar rank in the year 1872.

1544. Mr. HEADLAM.—The Act of 1883 improved your pension, did it not?—No, sir, there was no change as regards the pensions of the Royal Irish Constabulary since the Act of 1866. The Act of 1883 did not touch pensions at all.

1545. The CHAIRMAN.—It made the pensionable period definite?—The Act of 1883 merely increased the pay, and, of course, it was pensionable.

1546. Mr. HEADLAM.—You say it did not affect your pension?—No, sir, there was no alteration in the scale on which men were pensioned since the Act of 1866. That fixed the maximum of two-thirds; that was all that I could get.

1547. Am I correct in saying that the Act of 1883 added £3 to your pay?—It added £3 to the pay of head constables and made a deduction of £2 12s. for barrack rent.

1548. But the £3 counted for pension?—The £3 will count for pension; it is pensionable.

1549. That was an increase of your pension?—It will be; every increase in pay will be pensionable; but

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that £3 a year was given us and £2 12s. was taken off, so that for the purpose of income we are just 8/- a year better off than the man in 1872.

1550. The CHAIRMAN.—What was the pay at that time?—He had £91 a year and he had good service pay of £10.

1551. Had every head constable good service pay?—Only a certain number.

1552. Did not the Act of 1883 give £101 a year to every head constable?—No, sir.

1553. I mean the maximum. Did it not put every head constable who formerly had £91 a year and good service pay in the position of a man who had £101 and no good service pay?—The head constable got a maximum of £104. I take it that he had £91 and the good service allowance brought it to £101 in 1872, and that was increased to £104 in 1883.

1554. We are not exactly speaking of it from the same point of view. Was the head constable without good service pay by the Act of 1883 made as well off as the head constable who formerly had good service pay added to his pay?—I don't think I follow, sir.

1555. Mr. STARKIE.—Up to 1883 the salary of a first class head constable was £91 a year, but 12 head constables had an addition of £10 a year called the extra rate?—Yes.

1556. Therefore the salary of the 12 head constables was £101 a year, and after the Act of 1883 all head constables of six years' service in that rank got £104 and from three to six years' service in the rank £97 10s., and under three years' service £91. The maximum pay up to 1883 became the minimum pay after 1883, that is exclusive of the 12 head constables at the extra rate?—Yes, of the 12 head constables who were in receipt of the £10 a year.

1557. The CHAIRMAN.—That is what I wanted to point out to you. Do you see that now?—I do, sir. By the Act of 1908 half the head constables then serving received nothing whatever. A fourth probably would have received a few pounds or many of them a few shillings. The only man practically who benefitted by it very much was the man who was then starting his career as a head constable. One of the grades was done away with and a man started at the second grade, that was £97 10s. a year, and after 5 years he attained his maximum of £104 instead of at six years as theretofore. I had a little over three years' service in the rank at the time, and the only thing that I benefitted by that Act was that I reached my maximum one year sooner than I would in the ordinary course. That would be the difference between £97 10s. and £104, and all any head constable could ever benefit by that Act if he remained 20 years in the rank was £26 during his whole service as head constable. The head constables think that where they are for considerable periods in sole charge of a district, that would be during the period that the District Inspector would not be attached, and where the responsibility as regards crime and discipline and all matters of that kind pertaining to the district would rest upon him, he should get some remuneration for it. In my own case now I have been eight years in the one station, and during that period seven district inspectors have passed through that district and between the going of one and the coming of another often a period of three months elapses, and during that time the head constable has to perform all the work of the district other than inspection. Sometimes special orders might come from head quarters, when a district is a considerable time without a district inspector, directing the head constable in charge to go and visit the out-stations and inspect the books and the work of the station and see that everything is regular, and all that work, together with the work pertaining to his station, has to be performed by the head constable without a penny remuneration.

1558. Mr. HEADLAM.—Seven district inspectors, in how many years?—Eight years.

1559. What was the reason of that?—District Inspectors, as a rule, have not any desire or wish for service in the West of Ireland. It is not a desirable place for a district inspector, as there is very little society for him in it, and the country is poor and backward, and there are no hunting grounds in it.

1560. There is good shooting, is there not?—Well, there was good shooting, but latterly very little owing to the fact that every young man in the country now has got a gun since the repeal of the Arms Act, and the place is overrun with young fellows carrying guns. I would point out to the Commission that every month a district inspector is unattached, that is a third class district inspector, there is a saving to the public of £20 16s. 8d., and although the head constable performs all the work and saves the public £20 16s. 8d. he gets not one penny compensation or allowance for it. I who have lived in the West, which was in the past a great recruiting ground for the Constabulary, know that many young fellows, a number of them from the county which I belong to myself, up to recent years have been most anxious to join the Royal Irish Constabulary. Latterly there has been a great falling off, and in fact it has fallen down to zero. I think for the last 18 months we had not a young man an applicant for the Royal Irish Constabulary in the district of Claremorris.

1561. The CHAIRMAN.—To what do you attribute that?—I attribute it to the want of a future, the want of a prospect for young men joining the Royal Irish Constabulary at the present time. The young man of to-day is much 'cuter than the man of 20 years ago, and he won't take any step now without making full inquiries as to what is before him, and the matter being explained to him and his prospects in the service being explained to him, his prospects of promotion in the service, he has no desire to join at all. As illustrating that, I will give you a case which occurred in a neighbouring district, an adjoining district to mine. A young man was classed second class on the books in the County Inspector's Office, and he was told to go home and improve his literary ability, and that he could come forward again at a later period, and he went home and after a short time he emigrated to England, and he stopped there for about 18 months and he returned back, and since he came home it was brought to the notice of the County Inspector that he had returned, and he was notified that he might again present himself for examination, and he came to the head constable of the district and he inquired of him regarding his prospects and the pay he would have after joining, and the pay he would have after serving a period, and how much he could save. Well, he told him the scale of pay that he would attain after a number of years and what his probable cost of living would be, and he said: "At that rate I would be only able to save so much." "Probably in or about that," said the head constable. "Well," he said, "I could make more at farming operations in England in three months than I could in the Royal Irish Constabulary in twelve." And he said: "I won't go," and he went back home and next week he went back to England.

1562. Mr. HEADLAM.—What, as a rule, does the young man who used to go into the Constabulary go for now?—Well, if they have the funds, if their fathers are in a position, they usually give them the passage and they emigrate to America or Australia, and if they have not that they go to England and work there for a couple of seasons and bring home perhaps £20 and fit themselves out and pay the passage and go to America or Canada.

1563. They do not get any occupation in this country?—Well, some of the young men who used in years gone by to join the Royal Irish Constabulary owing to the splitting up of lands and the operations of the Congested Districts Board and other public Boards, in fact many of them have got farms up and down the country. If a large farm or ranch was close by, one of the farmer's sons might get part of it, and if there were other sons, a third or fourth, usually they would emigrate.

1564. Do you find that they are discontented with country life and go to towns?—They are more so, those who emigrate to England. After they go to England a couple of seasons or spend a couple of years there and return home, they are never satisfied and contented to rest down in the country and settle

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down. Well, as regards my own personal expenses, I have taken a list for the month of January last. I won't go over it item by item, but I can assure the Committee that there is not an article of luxury in it, and I find that the difference between my income and my expenditure was £2 5s. for the month. My maximum salary is £8 13s. 4d. per month. I get a charge allowance of 8/8; I get a boot and straw allowance of 2/8, making £9 4s. 8d. Out of that I have to deduct 4/4 for barrack rent; I pay to the Constabulary Force Fund 2/7; I pay 2/- a month to the servants for cleaning up the portion of the barrack to which I have access, the day room and stores; and 6d. I pay for a portion of the insurance and the purchase of mats and blacklead, and matters of that kind, and the cost of living is £8 13s. 10d., and that taken from my expenditure leaves me a deficit of £2 5s. a month. I could never bear that strain if it were not the fact that I did not marry early in life. I had 18 years' service when I married and I had some money saved at the time, and for a few years, four or five years after I got married, until my family commenced to grow up and things began to get dear, I was able to live on my salary, but latterly it is different.

1565. The last four or five years?—Up to four or five years ago I could manage, because the calls on me then were not so much as they are now. My eldest boy is 15 years of age, and the second is 13, and I have a girl of 10, and they are just now at a time when they are becoming very expensive. Boys wear a lot of clothes and boots.

1566. Are you able to educate him at Galway?—At a National school. There is a good National school there, and a good First of First teacher in charge of it, good enough for boys up to 14 or 15 years of age, and I would be glad if I had the wherewithal to send my boy away, if I could get him an Intermediate education. He is a smart intelligent boy, and I would be glad if I could give him any chance of making his way.

1567. Mr. STARKIE.—What is the nearest Intermediate school?—There is one at Ballinasloe. Of course, we have a College at Tuam, but that is a Diocesan College and the boys who go there are principally intended for the Church and the education there is, I believe, very good; but they do not take an interest in the boys who go there for any other object in life than for the Church. It is a Roman Catholic College and the boys there are educated for the Church, and it is intermediate between the National schools and Maynooth. They graduate there and go on to Maynooth. I do not think that there is any more that I wish to put before you, only this, that my comrades, the head constables of Connaught, asked me to put before you the great necessity that exists for immediate legislation, and that as regards the findings of the Committee or the recommendations of the Committee, we put it before them that there is a very great necessity for immediate legislation owing to the pressing wants of the majority. I may say the whole

Royal Irish Constabulary Force. We think that our claims are reasonable, and we think that it is not unreasonable to ask that we should be put on the same footing as the inspectors of the Dublin Metropolitan Police. The duties of a head constable in a rural district are oftentimes very hard and very severe. As against the large population that they have in Belfast, we have large tracts of country to cover, and oftentimes agrarian agitation exists in those districts, and we have a good deal of that from time to time in the West of Ireland. A great portion of the country was occupied by those large grazing ranches, and the people for the past 8 or 9 years are agitating very strenuously for the breaking up of those ranches and having them parcelled out to tenants, and we often have to make inquiries which, perhaps, cause us to travel over very long distances and bad roads and we think that as far as Belfast or any of the cities or towns in Ireland are concerned that the duty and the hardships that a head constable stationed in the country has to undergo are as exacting and strenuous as anything existing in the cities and towns. I had often had myself to start perhaps at 11 o'clock at night to march 5, 6, 7 miles from my barrack scouring the side of a country, looking for cattle driven off a ranch, and getting back perhaps at 6 or 7 o'clock in the morning and getting a bit of breakfast and starting off again if they were not discovered, and often on continuous duty for 10, 12, and 14 hours at a time. Of course, these things do not occur every day, but the work is very heavy and very hard on a head constable. He is often in sole charge of this district and a great deal of responsibility rests on him, and I think in consequence of this responsibility we are not making any demand to which we are not entitled.

1567A. Mr. HEADLAM.—How many head constables are there in Connaught?—Thirty-seven.

1568. And how many district inspectors?—You may just take the same number, because every place there is a head constable there is a district inspector. That embraces Leitrim, Mayo, the two Ridings of Galway, Roscommon and Sligo.

1569. Mr. STARKIE.—You know the inspector's pay in Dublin commences at £120 and goes up to £160?—Yes, I believe that is the scale, sir.

1570. Then if your claim were acceded to the head constable's pay would be very close to the pay of the second class district inspector?—It would, sir.

1571. I suppose you also know that the pay of the police in boroughs all over the United Kingdom exceeds the pay of the rural police?—I know that, that in some of the borough forces, such as Liverpool and Manchester and the City of London Police Forces, the pay is considerably higher than it is in the rural districts; but I won't go by the scale existing in England, because I think you have had that over and over again. I do not see any good in going into it, but we think our claims are very reasonable and we have very great confidence in asking the Committee to consider them favourably.

Constable ARTHUR MCGURK examined.

1572. The CHAIRMAN.—Are you stationed in the town of Sligo?—Yes, sir.

1573. And how long have you been there?—Two years.

1574. What service have you altogether?—About 6½ years.

1575. What is your native place?—County Armagh.

1576. Were you at any other station or county except Sligo?—I was, sir; I was for a short while in the County Tyrone, and then I was transferred to the cattle-driving in the West of Ireland.

1577. Where?—At a place called Coolanny, a place 10 or 12 miles outside the town of Sligo.

1578. Did you go there as a member of the extra Force from Tyrone?—Yes, I went there to augment the Sligo Force.

1579. And now you are on the strength of the Sligo

Force?—Yes, I was afterwards attached permanently to the County Sligo Force.

1580. Now, you come here to represent the views of whom?—Of the constables of Sligo Town.

1581. Now, will you tell us what views exactly you wish to put before us on behalf of those constables?—Well, the first thing I want to represent to you is that our present pay is insufficient. We are not able to support ourselves, in the manner in which we are supposed to live, on our present pay.

1582. Mr. HEADLAM.—What is your present pay?—My present pay, speaking for myself, is £4 13s. 10d. per month, which is equal to a sum of 21/7 and a fraction of 1d. per week.

1583. The CHAIRMAN.—You are speaking for the constables married and unmarried?—Yes, sir, I am.

1583A. First of all, unmarried constables. As to yourself, do you say that that pay is not sufficient

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Constable ARTHUR MCGURK examined.

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to support you?—Well, I won't say that it is insufficient to support me as a single man. I do not, because, of course, I can go into it and explain my position.

1584. We said here that we would hear anything that any man had to say, but we are not seeking to inquire into the details of every man's daily expenditure or mess expenditure, and so on, but if you like to give us your details, well and good?—Well, it is not a matter of mere food at all; it is not an existence that a man looks for altogether, and I must say that it is only an existence; it is not a living that we are getting.

1585. You have nothing more to say about pay?—I have, but I am only representing my views first, and then I will go into it. Secondly, the pension which we are entitled to at the expiration of our period of service is also inadequate. And now with regard to what I want, we ask an increase of pay in proportion to the increased cost of provisions, etc., and that each man get a rise in proportion to his salary. Members of the Royal Irish Constabulary got no rise in pay scarcely since the year 1883, and the cost of living has greatly increased in that time. During the past ten or twelve years the necessaries of life have increased about 33 per cent. in Sligo. I have a few quotations here which show the prices of several articles in the years 1901 and 1913 which I got from a few of the merchants in Sligo, and in addition I have the wages paid to certain classes of men in the same year. I shall read them if you so desire.

1586. Yes?—I first take house rent. In 1901 house rent in Sligo was £13; in 1914 it was £14 6s., that is equal to an increase of 10 per cent. I wish to say that there are some men in Sligo town paying at the rate of 7/- per week for a house.

1587. That is £18 5s. a year?—Yes, sir, and the average is about 5/6 per week, and the houses that they have to pay 5/6 for are very small indeed, and the accommodation is very poor. Coal per ton was 18/- in 1901, and £1 7s. in 1914. That is equal to an increase of 50 per cent. Turf was 6/- in 1901 and now 8/6—an increase of 41 per cent. Paraffin oil per gallon increased from 8d. to 9d., that is 12½ per cent.; soap, per stone, 3/6 to 4/6, 28½ per cent. of an increase; matches, per dozen boxes, from 3d. to 4d., 33 per cent. of an increase; bread, the 2lb. loaf, from 2½d. to 3d., and increase of 20 per cent.; flour, per stone, from 1/6 to 1/9, an increase of 16 per cent.; oatmeal, per stone, 1/6 to 1/8, an increase of 11 per cent.; potatoes, per stone, from 4d. to 7d., an increase of 75 per cent. Vegetables cost for a family of five 1/3 in 1901 and 1/6 now, an increase of 20 per cent.; sugar, per stone, has gone from 2/- to 2/6, an increase of 25 per cent.; tea, per lb., 2/2 to 2/6, 16 per cent. increase; milk, per quart, 2d. to 3d., 50 per cent.; butter, per lb., 1/- to 1/3, 25 per cent.; cheese, per lb., 8d. to 10d., 25 per cent.; eggs, per dozen, 1/- to 1/6, 50 per cent.; beef, per lb., 8d. to 11d., 37 per cent.; mutton, per lb., 8d. to 1/-, 50 per cent.; bacon (Irish), per lb., 8d. to 1/2, that is 75 per cent.; pork, per lb., 6d. to 9d., 50 per cent.; clothing, cost for a family of five, £9 in 1901, and has gone up to £10 18s. 9d., an increase of 16 per cent.; boots, cost per family of five, £2 6s., and now £2 12s. 6d., an increase of 14 per cent.; tobacco, per ounce, 3d. to 3½d., an increase of 16 per cent.; turkeys, per lb., 7d. to 11d., an increase of 57 per cent.; geese, 4d. to 6d., an increase of 50 per cent.; hens, 1/3 to 1/8, an increase of 32 per cent.; chickens, 1/6 to 2/3, an increase of 50 per cent. Now as to the rates of artisans' wages by the week:—Carpenters' wages were £1 10s. in 1901, and have gone up to £1 16s., 20 per cent. increase; masons', £1 10s. in 1901, and now £1 14s., 13 per cent. of an increase; cabinet-makers', £1 5s. to £1 14s., 36 per cent. increase; plumbers', £1 14s. to £1 16s., 6 per cent. increase; drapers' assistants' (indoor), per year, £45 in 1901, now £60, an increase of 33 per cent.; outdoor drapers' assistants', per year, £70 up to £85, an increase of 21 per cent.; grocers' assistants' (indoor), per year, £40, and now £60, an increase of 50 per cent.; grocers' assistants' (outdoor), per year, £65, and now £85, an increase of 31 per cent.

1588. Mr. HEADLAM.—Will you tell us how those figures are collected?—Well, I went round to different shops in the town.

1589. You went round yourself?—Yes, and I also went to a contractor there, a man who employs quite a number of men in the town, and in fact he takes contracts all over the West of Ireland.

1590. The CHAIRMAN.—Are those figures that you have given us comparisons between the present time and when?—I think I have stated before that they are from 1901 to 1913, for the years 1901 and 1913.

1591. Then what is the next subject?—The wages of tradesmen have increased by 27 per cent. in Sligo for the past 13 years. From the year 1901 to the year 1907 house rent increased about 4 per cent., and from 1907 to 1913 6 per cent. I will now deal with the case of single men before going to pensions. I, as a single man, have an outlay of £3 15s. 6½d. per month for the bare necessities of life alone. I am not including tobacco, snuff or any form of recreation. My salary is £4 13s. 10d., therefore I have a balance of 18/3½ per month. I require at least a month's leave, but at my present rate of pay I could not afford to take it, so I think my case requires consideration, considering the manner in which I am restricted. Out of twelve months I have not a single hour to myself. If I smoked a pipe and drank two pints of beer in the day, and went on leave every year, I would be heavily in debt.

1592. Mr. HEADLAM.—You are not able to take your leave?—No, sir, I could not afford it.

1593. Not since you have joined the Force?—No, I have only got three months' leave since I joined.

1594. You might have had it?—I have tried a few times, and I could not get it owing to disturbances in the district.

1595. Have you been able to insure your life?—Well, no, sir; I could not see my way to insure my life.

1596. That is not included in the cost of living? The cost of the premium?—No, sir, I said I only included the bare necessities of life.

1597. Mr. STARKIE.—What would you consider a fair sum to put aside for going on leave?—As I am stationed now upwards of 100 miles from my own home, my travelling expenses alone would be £1. Well I could not spend on a month's leave less than £6. I could not; that would be £7 at the very least. Now with regard to pension, we ask to be pensioned on four-fifths of our annual pay at the date of retirement, and that our pension be not calculated on our average annual pay for the three years prior to the date of retirement, as at present. The small pension is the chief cause of there being so many old, infirm men in the service at the present time, and furthermore, I have reason to believe, and I do believe, that one of the contributing causes of there being such a scarcity of candidates for the Royal Irish Constabulary is the condition of the ex-members of the Force. Now with regard to promotion, there should be some system adopted that would accelerate it. I am now speaking of promotion off the seniority list. At the present time the average service at which men are promoted off that list in the County Sligo is 22 years.

1598. Mr. HEADLAM.—From constable to acting sergeant?—Yes, sir; in fact the senior man now that expects promotion has 24.

1599. That is a very unusual delay. Somebody told us the other day that the average was 18½?—I am sorry to have to contradict him. That is wrong. Of course, it may be the average of the Force.

1600. And it is rather an exceptional county?—That may be.

1601. Mr. STARKIE.—The length of time differs as regards counties?—Yes, very much, sir.

1602. Mr. HEADLAM.—You said a man had to wait 24 years?—Yes, and another man 27 years. Furthermore, there should be some provisions made such as service pay in lieu of promotion for men who do not get promotion through no fault of their own. I think there are only 20 per cent. of the men of the Sligo Force who can hope for preferment in the Force,

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Constable ARTHUR MCGURK examined.

[Continued.]

and at the present time there are twice that rate qualified for promotion in Sligo. I wish now to draw your attention to the "P." system of promotion. Men who have favourable records and compete at that examination should not be allowed marks for same, as the fact of their having favourable records is only a matter of location, for if a man chanced to be in a particular place at a particular time he might get a favourable record, and therefore I suggest that the getting of same is more chance or luck than anything else. I now deal with barrack accommodation. There should be no deduction from single men accommodated in barrack, as the accommodation in most barracks is very bad. Generally there is but one sleeping room for all the men who are accommodated in barracks, and in some cases the sergeant occupies portion of it as an office, and the day-room is for the public, and the constables have no say to any portion of it but the kitchen, where they clean their clothes and boots and take their meals, and occasionally lay their weary heads on an old hard form, which is the only article of furniture permissible in the single men's apartments. I shall now deal with marriage. I wish to make a few remarks on the grant of lodging allowance to married men. When men are given permission to marry at seven years' service, why not grant them the lodging allowance at the same time, and not defer it to ten years, as at present? As it is the natural destiny of man to marry, I suggest the removal of the marriage permission embargo altogether, and grant the men sufficient pay at an early period of their service, so that they can afford to obey the divine command. There is another matter which I wish to mention. It is a question which was put to a witness by the gentleman on the left (I think he is the Treasury Remembrancer), and it was relative to the Royal Irish Constabulary being granted permission to keep lodgers.

Now with regard to same I wish to state from my own personal knowledge that the houses which they could afford to pay for would not accommodate more than the members of their own family, and in addition they would scarcely be able to procure lodgers, in case they could accommodate them, as the greater number of the R.I.C. are stationed in rural stations. That is my case, sir.

1603. The CHAIRMAN.—It is rather sweeping as to marriage, is it not; for I am afraid if the whole Force married you could not get any man to stay in barracks at all. You think, at any rate, that the prohibition of seven years should be removed?—Well, I say that it is unnatural.

1604. Mr. HEADLAM.—Did you know the conditions of the Royal Irish Constabulary when you joined?—No; there was not a single member of my family ever in the police Force, and I myself, if I had known it, would not be in the police Force either.

1605. The CHAIRMAN.—What is your native county?—Armagh.

1606. Mr. STARKIE.—What part of Armagh do you come from?—I am eight miles from the city.

1607. Mr. HEADLAM.—Is your father there?—My father holds a farm of land of about 20 acres there. I have a brother a farmer, and I have another brother in business.

1608. In Armagh?—Yes, and two sisters additional.

1609. Is your brother doing better than you?—Oh, yes; many a time he makes me angry; he says I am in a mean, low job.

1610. What is he in?—He is in business.

1611. Is he employed in business or a partner in business?—He is not engaged in business for himself, but he is in receipt of a good salary, and he has good prospects before him.

The CHAIRMAN.—Well, you put your case very forcibly. Thank you.

The Committee adjourned.

FOURTH DAY.—FRIDAY, FEBRUARY 27TH, 1914.

At No. 5, Upper Castle Yard, Dublin.

Present:—The Right Hon. Sir DAVID HARREL, K.C.B., K.C.V.O., I.S.O. (Chairman); Mr. MAURICE F. HEADLAM, Treasury Remembrancer; Mr. ROBERT F. STARKIE, R.M.; and Mr. JOSEPH BRENNAN, *Secretary*.

Constable MICHAEL FOLEY examined

1612. The CHAIRMAN.—Where are you stationed?—Castlepollard, Co. Westmeath.

1613. Your rank is constable?—Yes, sir.

1614. What particular districts do you represent here?—The counties of Westmeath, Longford, and the King's.

1615. What is your service?—Nineteen years and almost two months.

1616. Are you a married man?—Yes, sir.

1617. What family have you?—None, sir; I am married a year and eight months.

1618. Well, now, I daresay that you have taken statements from the various districts that you come here to represent?—Yes, sir.

1619. And I suppose you have consulted the men there and arranged to give us in as short terms as possible the different points they present?—Yes, sir.

1620. You were present here, I presume, on each day since the Inquiry commenced. Have you been?—Yes, practically.

1621. And you have heard the points that were put?—Yes, sir.

1622. Well, I do not want at all to ask you to limit your statement in putting forward what you have been

instructed to say; but perhaps with regard to some of the matters that have been very fully dealt with it may not be necessary for you to deal with them so fully. Do you understand me now?—Yes, sir.

1623. But do not omit anything that you think the people who asked you to come here would like you to state, or that you would like to state on their behalf?—Thank you, sir.

1624. We realise your position as a representative man, and what you are expected to do here, but we will only say that where a thing has been fully gone into perhaps it may not be necessary for each man to dwell upon it?—Very well, sir. The constables that I represent have instructed me to say that they base their claim for a rise of pay on evidence I purpose tendering before the Committee regarding the increased cost of living in recent years. They therefore submit that they should get at least 25 per cent. on the present pay, and that the several grades of pay should be so altered that a constable should get his maximum salary at 15 years' service; and for that purpose that the periods for the increments should be altered to, say, from 6 months to 4 years, from 4 years to 7 years, and biennially until the constable would have 15 years'

service, when he should get his maximum salary, and that amount would bring his yearly salary to something like £91 a year; equivalent to about £1 15s. per week. And we say, that for the purpose of calculating our pensions, the allowances that we receive, or might be receiving, for boots, lodging, and uniform should be added to our pay. The constables that have sent me here, sir, have directed me to say that they consider that that is not an unreasonable demand when we look back and see that the constable 40 years ago had £62 per annum of a pension. Regarding my own monthly expenditure, sir, I do not wish to particularise items, but I shall give you the sum total of my expenditure for the month. My present pay and allowances come to £77 3s. yearly. I have £1 7s. a week of pay. My expenditure for the month is £6 8s. 6d.; exactly what I draw. After discharging my liabilities for the month I am penniless.

1625. You are living in lodgings?—Yes, sir. The single men have asked me to put forward their case, or rather to give an illustration of their expenditure for the year; and, as a consequence, I have taken the average of their salary from 6 months until they have 25 years' service, and it works out at something like £63 18s. yearly. They say they pay for their mess accounts £36 a year, or £3 a month. That leaves a balance of £27 18s., plus allowance for boots, £1 6s. I have not included the allowance for arms and straw, without which they have a balance of £29 4s. They say that for boots and repairing they pay £2 annually; plain clothes and under-clothing, £1 10s.; socks, 6s. a year (the regulations compel the men to change their socks twice a week); for tobacco, £2 2s. a year; religious dues, £1; incidental expenses, increased by frequent turns of temporary and public duty, they say, cost them £9. That is a total of £18 18s., and that subtracted from £29 4s. leaves them a balance of about £11 1s., including the allowance for arms and straw. Well, sir, to pass from that, 90 per cent. of them buy bicycles, but the majority of them pay for the bicycles on the instalment system and, consequently, they are dearer on them.

1626. Have you got a bicycle?—I have, sir.

1627. What did you pay for it?—£7; but, then, it was a shop-soiled one.

1628. Did you pay for it by instalments?—No, sir.

1629. You paid cash?—I did, sir. They assert, sir, that no matter how cute they live it would take them about 12 years before they could have as much saved as would decently marry them on their present pay.

1630. Might I just ask in connection with your expenses, what rent are you paying, or at what rate?—I am paying £1 per month, sir, for rooms only.

1631. Mr. HEADLAM.—It is not a house, but rooms in a house?—Rooms in a house.

1632. The CHAIRMAN.—Another matter as to the question of expenses. Don't you think that £9 of an allowance on public duty all round is rather liberal?—I am enumerating in that, sir, daily expenditure for the whole year round, as well as being on public duty; that it has increased by reason of frequent turns of public and temporary duty; I do not mean that that would be expended while a man would be on public or temporary duty. Regarding the increased prices of the various articles of food, I have taken the average of the increased cost of commodities in the three counties, and it works out at something like 30 per cent. of an increase since the autumn of 1901 to early in 1914. I shall enumerate them if it is necessary, but it has been given so often that, perhaps, it may not be necessary.

1633. Tell me how you derived the information?—I derived the information from constables within the three counties and tradesmen in my own town, and from traders elsewhere.

1634. Do you know that the other constables asked traders for all the prices?—Yes; I am satisfied of that.

1635. Well, let us know now the result of your inquiries?—This is the result of my own inquiries in the town where I am stationed. Fresh meat since 1901 has gone up 2d. per lb.: Irish bacon has increased from 8d. to 11d., that is 3d. per lb.: American and foreign bacon has gone up from 6d. to 9d., that is 3d. in the

lb.; butter has gone up from 1s. to 1s. 5d. (well, it is 1s. 4d. presently). I should like to remark, sir, that where I am stationed it is almost impossible to get any butter except creamery butter that comes in from other counties.

1636. Mr. HEADLAM.—Why is that?—Westmeath is a great grazing county, and milch cows are not kept to any great extent in it.

1637. Is that a new thing?—No, sir.

1638. It has never been possible to get home-made butter there?—No, sir; it is almost so. Home-made butter is scarce. Oatmeal has gone up from 1s 7d. to 1s. 9d. per stone, 2d. of an increase; sugar from 1s. 10d. to 2s. 4d., that is 6d. per stone; milk from 2d. per quart to 3d. per quart, one penny of an increase; potatoes from 4d. to 6d. per stone; and there is a very small market of potatoes, and it frequently happens that a policeman has to go to the greengrocer, and he will pay 8d. for them. Vegetables have increased about 50 per cent.; bread, 6d. for the 4lb. loaf, and it is now 7d.; fuel by the ton in 1901 was 30s., and in 1914, 38s., an increase of 8s. To buy it by the cwt. it is much dearer.

1639. The CHAIRMAN.—Has that rise of 8s. been lasting for some time?—Yes, sir; coal is always dear in Castlepollard.

1640. Do they use turf there?—Yes; but not to any considerable extent, sir. It is just as dear as coal. I have myself during the winter paid as much as 2s. 2d. other coal. Now, as to boots. A pair of boots that I would buy 12 or 14 years ago for 14s. if I bought them now would cost me 18s., that is shoemakers' boots. Clothing has gone up about 30 per cent.; candles, from 4d. per lb. to 4½d. per lb.; paraffin oil, 9d. to 10d. a gallon. Eggs, 4d. in the dozen; flour, from 1s. 5d. to 1s. 10d. per stone.

1641. What is the population of Castlepollard?—It is about 800 or 900.

1642. Are the shops fairly large?—They are, sir.

1643. They supply the people in the surrounding districts?—For miles around.

1644. That is where the people of the surrounding districts market?—Yes, sir; but there is practically no market in it.

1645. But that is where they buy their stuffs?—Yes.

1646. Mr. HEADLAM.—Has the population altered within the last 10 years up or down?—I would not say that it has altered.

1647. Are there empty houses there, or is there a scarcity?—There is a great scarcity of houses presently, though a lot of people that lived in the lanes of the town got houses from the Rural District Council, but still the ones they were in have been condemned, so that there is at present a scarcity of houses in the town.

1648. Mr. STARKIE.—How many rooms have you for £1 a month?—Two rooms and a kitchen.

1649. What would you have to pay for a house if you took one?—One man in the town is paying for a house what I am paying for my rooms; but I would prefer my own rooms to his house.

1650. The CHAIRMAN.—Now, will you go on with the next point?—I need not give the items regarding the increased expenditure in King's County and Longford; it is just the same.

1651. You have given us what you have actually collected yourself, and you say that the others have been collected in much the same way, and with the same results?—Yes. Well, the men that I represent have instructed me also to put before the Committee that the duties we have to perform are becoming increasingly difficult, and demand a good legal knowledge of the several Acts of Parliament relating to the duties of the police. The public are, owing to increased educational facilities, becoming every day more enlightened, and consequently the policeman whose duty brings him in close touch with every member of the public has to be possessed of average intelligence as well as sound discretion; and to secure to the Force men of these necessary qualifications they say that an adequate salary must be offered to intending candidates, as well as an increase of at least 25 per cent. and maximum

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Constable MICHAEL FOLEY examined.

[Continued.]

salary at 15 years' service to members of the Force, particularly those who are youthful enough to avail of various employments of a more remunerative description, now thrown open to them in all parts of the Empire.

1652. Mr. HEADLAM.—Are there such employments in Castlepollard; more remunerative occupations?—No, sir, I am referring to the Colonies, and I do not suggest how these men get on in other parts of the world; but I am referring to the increased number of resignations from the Force in recent years.

1653. But in the country itself—you do not suggest that there is much better occupation for young men in your country?—It is very hard to get recruits.

1654. But what other occupations are there open to young men in Castlepollard?—I have made no inquiries as regards the wages of artisans or labourers in Castlepollard. There is no employment for anyone there except in the shops. There is only one contractor in the town.

1655. The CHAIRMAN.—Then go on?—We also say that the class of recruits generally that are joining the Force presently are socially and intellectually and physically inferior to the class of men admitted to the service years ago. If the same class of men presented themselves as candidates in the past, they would not be admitted further than the front door of the barrack, and now they are passed and sent on to the Depot. I know, sir, a labourer's son. His father has a labourer's cottage in the district I am in. He presented himself at the barrack for examination by the District Inspector. He could not pass then, sir, on account of his literary qualifications, and it was suggested to him that he should turn up again in a month's time, and to improve himself in the interval. During the interval he called at the barrack one day and said that he expected a labourer's cottage that was in the course of construction, and that he would not present himself again.

1656. He called at the barrack to say that he was employed?—No, that he expected to get a labourer's cottage and that he would not go to the trouble of improving himself for the purpose of joining the police.

1657. Do young single men get labourers' cottages?—Yes, sir, there is no prohibition against it.

1658. Mr. STARKIE.—I thought some of the Boards of Guardians made it conditional that he should marry at once?—I understand, sir, that that is so in the Dunshaughlin Union; but I don't know of it in any other Union in Ireland.

1659. The CHAIRMAN.—They appear to have removed some of them because they did not marry within some stipulated period. Do you know?—I do, yes, in Dunshaughlin, but I have seen young men get a labourer's cottage in various places. We have a prospective candidate for the police in the town of Castlepollard, and as long as I know him he is a corner boy or loungeur, and I don't know whether he will be admitted or not.

1660. I presume the sergeant knows as much about him as you do?—Oh, he does, sir.

1661. I don't think you need be uneasy about him if that is a proper description?—There is nothing in the world against him, sir. If he does get into the service it won't be easy to discipline the like of him.

1662. Mr. HEADLAM.—Do you know anyone of that class that has been admitted?—No, sir. But any man that has nothing against his character is encouraged to present himself at all events in the first instance.

1663. Mr. STARKIE.—Has this man applied?—No, sir.

1664. He has not applied yet?—No, sir; but every respectable person in the town knows or understands that he intends doing so.

1665. The CHAIRMAN.—He has made up his mind that he will join?—Yes, he has made it up, sir. Regarding the question of promotion, sir, I am instructed to submit that the rank of acting sergeant should be abolished. My idea of putting a man in the rank of acting sergeant for a period of 12 months or over, and imposing on him the duty of a sergeant, is to satisfy his immediate officer and the County Inspector that he is competent for the higher rank. But

to provide against the possibility of an incompetent man, from the literary or professional point of view, attaining the rank of sergeant, as may have occurred occasionally in the past, I suggest that, as is the rule at present, the examination papers come from the Inspector-General in sealed envelopes to the several counties on the same date, that the examination be personally presided over by the County Inspector, and that the result of it for each candidate be determined by a Board of Examiners at the Constabulary Office approved of by the Inspector-General, and that all promotions be by seniority for all Ireland. I am not referring, sir, to the "P" list. Presently it depends on the county a man is serving in whether he is promoted at 14 or 15 years' service or has to wait until he has 20 or 21 years' service, or perhaps 24. I think, sir, there was evidence given here the other day of a man having 24 years' service before he was promoted. In support of this suggestion I will quote the case of Westmeath. Although 5 sergeants left on pension and by way of promotion during the last year or thereabouts, still there has only been one constable promoted and he had over 20 years' service.

1666. Mr. HEADLAM.—Why were the vacancies not filled up?—I have no official knowledge.

1667. There has been nobody appointed to any of the vacancies?—No, but I understand that it is owing to the reduction in the fixed strength of the county, while in Longford, Cavan, and other counties constables at the same service are sergeants for years. We say this is disappointing to several men in a service where all are subjected to the same rules and expect the same benefits. It is a matter of pounds, shillings, and pence to the individual. We also suggest that in order to accelerate promotion all sergeants and head constables who are entitled to the maximum pension of their rank by reason of having 30 years' service and being 50 years of age be compulsorily retired, and if they have not qualified for the maximum pension of their rank when they have 30 years' service, by reason of getting promotion late in life, then compulsory retirement when they have so qualified; and also that all promotions be strictly by seniority.

1668. The CHAIRMAN.—"P" list and all?—No, sir, I am not referring to the "P" list. And further that whenever it is sought to promote a junior man over the head of a senior, the matter should be referred to and decided by the Reward Board, with, of course, the approval of the Inspector-General. This system would, sir, naturally necessitate more transfers of sergeants on promotion, but the number of transfers for other causes could be considerably curtailed, so that the cost of transfers would not exceed the present expenditure thereon.

1669. When you say promotions entirely by seniority, you do not include the "P" list, but men outside the "P" list. Do you propose that apart altogether from examination or comparison of fitness either in knowledge of professional duties or literary qualifications, every constable in the Force should be promoted by seniority?—Yes, provided, sir, that it has been decided by a Board of Examiners appointed at the Castle by the Inspector-General that from the literary as well as the professional point of view he is fitted for the rank of sergeant.

1670. Then merely he would have to qualify before a Board?—Yes.

1671. But would you give every man an opportunity of coming up to see whether he qualified or not?—I would have them examined by the County Inspector and have all the examination papers forwarded to the Constabulary Office.

1672. Then there would be no promotion list at the county head-quarters?—Yes; the Inspector-General would send down the names of the men who had qualified, and provided those men continued to receive the recommendation of their officers and county inspectors I would promote them by seniority.

1673. Mr. HEADLAM.—Irrespective of the county?—Irrespective of the county, sir.

1674. The CHAIRMAN.—Then it means this, that the promotion list should be arrived at by examination at

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Constable MICHAEL FOLEY examined

[Continued.]

head-quarters, instead of as at present at the county head-quarters?—No, sir, the examination should take place at county head-quarters, and the result of it to be determined at head-quarters.

1675. I thought you suggested that a Board was to examine at head-quarters?—No, sir; the Board was to decide who was qualified and who was not.

1676. Mr. STARKIE.—I understand that at present there is a seniority list at each county head-quarters?—Yes, sir.

1677. What you want to do is instead of having a county seniority list to have a seniority list for the whole of Ireland?—One general register.

1678. And then to promote from that list?—Yes.

1679. Provided that the man in question was recommended by his officers?—Yes, that is so.

1680. The CHAIRMAN.—But what I do not quite understand yet is how you would arrive at that list. Do you propose that every constable should have an opportunity of being examined at the county head-quarters?—No, sir; anyone who would not be recommended by his officer and county inspector should not be admitted for examination.

1681. Mr. STARKIE.—You simply want to do away with the county list and have an all Ireland list?—Yes, sir.

1682. You say that probably that would lead to a number of transfers that do not now take place?—That is so, sir.

1683. You also said that other transfers might be curtailed?—Yes, sir.

1684. What do you mean exactly by that?—I think that a man as long as he is well-conducted in a station and giving satisfaction to his immediate authorities should not be transferred.

1685. Mr. HEADLAM.—Except on promotion?—Except on promotion, excepting he applies and goes at his own expense. I think myself from my own experience that the longer a man is in a station and is well-conducted in it the more useful he is.

1686. Are many constables transferred now at short intervals, for I thought they generally stayed in their counties?—Transfers are not as frequent now-a-days as they were, but nevertheless they are frequent enough still.

1687. Mr. STARKIE.—What transfers are there that could be avoided?—Transfers of married men from one station to another.

1688. You say that they could be curtailed. Can you mention any transfers which could be avoided?—Yes, sir. On many occasions I have seen a man transferred from one station to another without any apparent reason for it.

1689. There might be a reason without your knowing it?—That is so.

1690. Mr. HEADLAM.—They are transferred on marriage, are they not?—They are, sir.

1691. You do not object to that?—No, sir. There may have been reasons, but I do believe that there are many cases in which there is no necessity for the transfers.

1692. You are not alluding to temporary transfer on detachment duty?—No, sir, permanent ones.

1693. The CHAIRMAN.—Very well then, go on?—In connection with that, sir, as is the case with the "P" list at present, if a man does not wish to leave the county he is serving in, let him be passed over on the general list until a vacancy arises in his own county. Then he will have no grievance on being passed over. Referring to lodgings, the married men have asked me to suggest that they get £14 per annum for lodging allowance, and that those allowances be paid to all men who marry at or over seven years. The single men suggest that they are not on their present pay in a financial position to get married before twelve years' service. The regulation that denies lodging allowance until ten years' service leaves them practically in debt for all time.

1694. You do not propose to alter the period at which a man might get permission to marry?—No, sir, personally I would put no embargo on marriage, I would, however, leave the period as it is; but I would give the man who gets married at seven years' service the lodging allowance at once.

1695. What do you say about 12 years?—I say that in order to enable a single man presently to get married he must have that service before he can save as much as would enable him to do so. Another grievance with constables is that he has no charge allowance when in charge of a station. He is denied charge allowance, although when he is so placed in charge he has the same responsibility as if he were a sergeant, and nevertheless he won't get the charge allowance for performing the same duty. This regulation, sir, has cost him about £6 13s. 8d. in cash.

1696. You were in charge for a considerable time?—I was, sir.

1697. Now, what exactly is the charge allowance intended to meet—because I had not an opportunity of learning that?—I understand, sir, for responsibility and the extra duties that the sergeant has in the matter of detailing duty, and seeing that it is being carried out.

1698. Then you do not mean to convey that you were out of pocket £6?—No.

1699. But that if you had charge allowance you would have got £6?—Exactly, sir. The single men suggest that barrack rent be completely abolished, and in the matter of fuel and light that an increased allowance should be granted for use in the men's kitchen and day room, so that the total would be £1 in the summer period and £1 5s. in the winter, those allowances to be increased respectively to £1 5s. and £1 10s. when the number of men of all ranks attached to the station would be 10 or over. I do not refer to the allowance a sergeant has, the office allowance for keeping the records (the sergeants are putting forward their own case); and in the matter of subsistence allowance, we suggest that we should get 4/6 a night all round, and that for a period of 12 hours necessary absence on duty from our stations we should get 2/6, and for 8 hours 1/6. Presently it is 1/6 and 1/-.

1700. Mr. HEADLAM.—Do you find actually that when you are out for the night you spend more than 3/6?—I did spend as much as 4/-, sir, in the very county that I am serving in, and was badly provided for at that. They also suggest that the men should be exempted from paying for substitutes when going on leave. It is rather hard on them, sir, that in many instances when a man is going on leave, from a financial point of view it may be difficult enough for him to go from one part of Ireland to another.

1701. The CHAIRMAN.—Does a constable pay for a substitute when he goes on leave?—It is the invariable practice in all outlying stations that a substitute is necessary, and he has to pay their car fares and expenses to and from the station.

1702. Mr. HEADLAM.—That is the travelling expenses of the substitute?—The travelling expenses.

1703. Mr. STARKIE.—I suppose a single man is always sent as a substitute?—Yes, sir, if possible at all it is a single man; very seldom a married man.

1704. The CHAIRMAN.—But within your experience is a substitute always sent to a station when a man goes on leave?—Not always, sir, but it is an invariable practice.

1705. That means always?—Very nearly. In an outlying station the strength of it may be three or four constables, and as a rule when one man goes on leave there is a substitute sent from district head-quarters or from another station where there is a greater number of men.

1706. Because we heard from a witness yesterday that one of the things that told hard on the service now was the small number of men at the outlying stations and that when one man went on leave there were only two constables and that they were patrolling every night and no substitute was sent there?—No, sir; that could not be, except in some cases, and in those cases I say that a man stationed in a quiet county is at a greater disadvantage than in a county where things are more lively.

1707. Mr. HEADLAM.—Have you been sent as a substitute yourself?—Frequently.

1708. And did you draw any extra allowance when you were sent as a substitute?—No, sir, that is when you are replacing a man going on leave; but when you

are going at the public expense you get 6d. for the first seven nights.

1709. The CHAIRMAN.—You get your travelling expenses and 6d. a night for the first seven nights?—Yes, sir.

1710. Now go on from that?—Now, there is the subject of pensions to widows of deceased members of the Force who die while serving. It is rather a hard case where a man dies shortly before he has 15 years service and leaves a wife and family as a result helpless and homeless. She gets no pension, only a small gratuity, and it hardly amounts to the expense of taking her out of the village her husband was stationed in.

1711. Is there any other fund from which widows and orphans can be relieved except that which is laid down by statute?—No, sir, except they come under the Queen's Jubilee Fund, which is a voluntary fund, and that only gives an annual gratuity to children till they attain the age of 15 years, a small moiety.

1712. But there is that small grant?—There is, sir.

1713. The Constabulary Force Fund only applies to certain men?—To men who joined prior to 1883, so that there are very few members serving presently. I am also instructed to appeal with confidence to the

Committee in order that they may suggest speedy legislation with regard to the matters referred to.

1714. Mr. HEADLAM.—There is one point in this memorial. You say that you are precluded by the regulations from increasing your income: "Nor are our wives permitted to engage in any business to assist us." Is that so, for I thought that the wives were allowed to take up business with the sanction of the Inspector-General?—In some cases they are permitted to dress-make and keep lodgers.

1715. Are those the only occupations they are allowed to take?—Oh, anything, I fancy, that would be reasonable the Inspector-General might sanction; but a married woman with a family has quite enough to do.

1716. It says here that they are not "permitted to engage" in business?—Oh, I think, sir, they would be permitted to avail of some employment if they could do so; but 90 per cent. of them could not.

1717. But there would be no refusal of permission?—I could not say that there would be.

1718. But that is what is said here?—I have experienced no case of it.

1719. It is not usual; but it is not fair to say that they are not permitted?—In any case, sir, very few of them are so employed presently.

County Inspector JOHN FITZHUGH GELSTON examined.

1720. The CHAIRMAN.—You are a County Inspector of the Royal Irish Constabulary?—Yes; in the County Clare.

1721. How long have you held that rank?—Since November, 1912.

1722. And what has your service been in the Force?—Twenty-four years this year; I am in my 24th year.

1723. Now, you have served, I presume, in a number of counties?—I have, yes.

1724. Perhaps you would tell us the counties in which you have served?—Is it during my whole service?

1725. Well, yes, if you please?—Clare (I began in Clare), Roscommon, Tipperary, Antrim, the City of Belfast; then as County Inspector I was a short time in the County Cavan, and a short time in the County Fermanagh, and I am now in the County Clare.

1726. Then you have had a varied experience of the different parts of Ireland?—I have, yes.

1727. And I suppose almost of every class of police duty?—Practically, yes.

1728. It would be interesting if you could just give us, before you enter into the subjects that you wish to bring before the Committee, a short description of the ordinary daily life of a policeman or a police sergeant?—Well, I can do that for you; of course, it varies in the different places according to whether you are in a disturbed or a quiet county. If you are in a quiet county the police sergeant gets up in the morning and has a parade of his men, and he has a daily drill, and he tells off the duties for the day, and the men are told off for the various patrols if there is no disturbance in the district; if there is, the men are told off for special duties in connection with the disturbed areas, protection and such like; and the sergeant takes his own turn of patrol himself, and the day finishes with a roll call at 10 o'clock. There are certain duties to be performed during the night. Patrols will have to be performed during the night. The sergeant will either go on these himself or he will tell off the men.

1729. After the parade in the morning the sergeant, of course, has the station records and books to look after?—The sergeant has all the books of the station to attend to, and the station records to fill and to look after, and he has to open all the correspondence and attend to the correspondence that he gets each morning, and very frequently this correspondence necessitates the collecting of evidence or rather of information for his officer or for the Inspector-General, or perhaps for some other department altogether than ours. Then the sergeant in many cases has to perform that himself. If it is of a delicate or confidential

nature he cannot depute it to a constable. If it is ordinary information that is required he can delegate a constable to obtain that information.

1730. Then it is necessary where you have a sub-district, and a station in a sub-district, to have some person who will be in charge and discharge the duties that you have just detailed?—Certainly, and he must be a man of intelligence and steadiness, and he must be a man who has an aptitude for command, and a man of an even temper.

1731. And has he to keep a daily diary?—He himself keeps a station note-book.

1732. That is a public book, though?—It is a public book; and he keeps an order book. He keeps those daily himself. He has a good many other books to keep, but some of them may not be daily duty.

1733. He has a patrol book?—The patrol book is kept down stairs in the guard room; the patrol book is entered by each man on duty as he comes in. The senior man of the patrol, if there are two, fills the information required and both sign; and if one man is out by himself he fills it and signs.

1734. And there is also a register of householders?—Yes, that has to be kept up to date.

1735. And is revised yearly?—That is revised yearly as a whole; but any change that occurs in the sub-district the sergeant is supposed to enter as it comes to his knowledge. Then he corrects it and sees it is right once a year in the month of June, at the time of the taking of the agricultural statistics.

1736. Now, apart from inquiry, and his being called upon for the discharge of other special duties, there are the regular patrols where men are sent out, and the sergeant himself goes to see what is going on in his sub-district?—Yes, the sergeant takes his own turn of duty on the patrols.

1737. Then as regards the discipline of the barrack, in the way of attendance, I presume a married man may be at his lodging, he may be at his lodging when he is not required for duty?—He is allowed to remain at his lodging now for a period not exceeding four hours, but he must be available at his lodging if he is required. He cannot leave his men or anything of that sort without permission.

1738. Then what permission can a sergeant give to a constable?—Well, he can give a constable eight hours' leave or allow him out cycling for three hours.

1739. Not being leave?—Not being leave.

1740. How often can he give him leave?—Once a month.

1741. That is only if he can be spared—it is not as a right?—It is only if he can be spared.

1742. When not on leave a man cannot be absent more than three hours?—He can be absent at his lodging more than three hours.

1743. I mean a single man?—No, he can go for three hours on his bicycle.

1744. May he not go more than three hours on his bicycle?—Not without special permission, practically amounting to leave. If there was any reason I would not personally object to a sergeant granting him a little bit over, that is provided there was some reason for it; but still the question is the power he has of giving it.

1745. I asked you simply that we might get the daily life of the policeman?—The daily life of the policeman in some parts of Ireland is a very, very hard one. It is not altogether as quiet as I am giving it to you now.

1746. What you are describing now is the life of a policeman in a quiet district where there is nothing special to be done?—Exactly.

1747. But I presume that where there is anything special to be done the periods of duty are not counted by hours at all?—They are counted more by what is to be done. Men may be doing ordinary six hours work patrolling in the day, or they may be out for 10 or 12 hours, or perhaps the whole 24 hours in the case of special emergency. Of course, that would be a very rare case, that would be in the case of protection of men in disturbed areas.

1748. That protection post duty is a special duty?—That is a special duty altogether; there is no routine work in that. It is simply that you are on protection duty all the time.

1749. And the man who is on it, or the men who are on it, must regulate for themselves according to the movements of the person protected, and the necessities that may arise?—Exactly; these men if they are protecting a person would protect him wherever he goes, whether by night or by day.

1750. Well, now, would you kindly give us the points that you wish to put before the Committee?—Well, as far as I am concerned, I think the main thing is this, that I am of opinion that the men are not sufficiently paid for the work they have to do, and for the expenses that they have to meet. My experience is that a married man finds it very hard indeed to make both ends meet at the end of the year. Taking the counties that I have lived in, I have known cases myself where a debt file has come into me with regard to a constable, for a small amount, not very big, and I have personally investigated it, and I have found that it was usually due to the fact that illness had come into the constable's family; a child had got ill and he had to get extra food into the house, and pay for a nurse maybe, or pay extra for a doctor, with the result that he was not able to meet the ordinary daily expenses of his house, and had to go into debt.

1751. There was no margin?—No margin left whatsoever.

1752. Now, is not the medical attendant obliged to attend his family?—Certainly, but there are some cases in which they like to call in a second opinion.

1753. Mr. HEADLAM.—They do not trust the Constabulary doctor?—I do not go so far as to say that they do not trust him, because if they did not trust him I fancy that if that was represented to the Inspector-General it would be necessary to have an investigation, and possibly a change; but you get cases in the country where the medical man himself sometimes suggests calling in a second opinion. I have known it done myself personally.

1754. It is not very common, I should think?—Not common; but then there are extra expenses, such as beef tea, and that is really the point I am going on, not so much the opinion of a second doctor.

1755. Mr. STARKIE.—Had this particular man to call in a second doctor?—No, not in this particular case; this was just extra beef teas, and chickens to make chicken broth, and things of that sort, that caused a drain on the constable's income; and necessitated his going into debt.

1756. The CHAIRMAN.—The man was not otherwise

an unprovident man?—He was not indeed. I know another case, just to show you the struggle that all these men have who want to live carefully and respectably. I know a case of a man who has got a family of seven, and I was talking to him one day and I said: "How did you manage to rear your family and keep yourself out of debt?" "Well," said he, "I found it a very hard job indeed. I mend my own children's boots myself." That was the answer that this man made to me. That is a man that has kept himself out of debt, and he has reared his family now, and he is doing quite well and he is a good man; but it has been quite a struggle with him all his life to make both ends meet. You see there is such a great increase in the cost of living. I heard the last witness and his statement of what the increase has been, and his figures. I have figures here from the County Clare of the increase in all classes of food stuffs, clothing, house rent. In everything there has been a considerable increase since 1901, and a greater increase the further back we go. There has been an increase in leather, boots, clothing, the cost of making up clothing. The cost of a barrack servant is another matter that I have looked into, and where a good many years ago you would get a barrack servant for £6 a year you pay up to £12 or £14 now, according to the place you are in, and in some places you cannot get them at all, and the men have to do the work themselves. That, of course, is not money out of their pockets. Then with regard to the question of the allowances that men are paid in my own county: they do not reach the expenditure.

1757. You mean the 3/6 a night?—No; what I was just thinking of was the fuel and light allowance in the station. In the Co. Clare, for instance, there have been a great many cases in which an application has been made by the men and the Inspector-General very kindly granted an increased allowance to try to meet the case, and even the increased allowance granted does not in all cases meet the actual expenditure. Coal, for instance, in Ennis, is 28/- a ton, and there is no carriage on that coal, at least there is very little, because ships bring it to Clare Castle, which is only 2½ miles away, and it is not like where you have got long railway journeys or long carting, which, of course, adds to the expense; but in the town of Ennis you have got coal delivered out of vessels 2½ miles from the town at 28/- a ton, and when it is brought out by cart to out-stations the price is considerably increased.

1758. Do they burn turf?—Yes, in some places; but it is not very common in the Co. Clare; but it has gone up enormously, and it is quite as dear as coal now. Now these prices that I have here refer to 20 years ago at Ballyvaughan, which is in the north of the county, and which is a seaport town. That may be too long ago; but 20 years ago you could buy a boat load of turf for £1, and now it is £3 5s. That is an increase that has been steadily going on.

1759. Mr. HEADLAM.—Is that because the bogs are getting worked out?—I don't think so. There is not as much bog in the County Clare, that is turf bog, as elsewhere, but it is simply that as coal has increased in price they put up the price of turf, and there is another cause in the increased cost of cutting. Labour has gone up, the labourers charge more and the labourers are better fed now than they were in times past, and the cost to the farmers or people who cut this turf is heavier.

1760. And perhaps the grown up members of the family do not care to cut more than will do for themselves?—In many places they won't cut more than they require for themselves. I have got some returns here which give you the prices of things at present as compared with some years ago. The price of beef and mutton in 1901 was 8d. and in 1914 it is 9d. (this is in the town of Ennis). Bacon was 8d., and at present 11d. (that is ordinary bacon, not what they call breakfast bacon); flour per bag of 20 stone £1 5s. 6d., and now £1 11s.; pork steaks 9d. and now 11d.; sausages 7½d., now 9d.; soap 2½d., now 3½d.; Sardines 9d., now 1/-; eggs 8d., now 1/6. Eggs form very largely the food of the men. They use a number of eggs on days when they don't eat meat, and then it is just as important to the men as butcher's meat.

1761. Mr. STARKIE.—Is there much agricultural produce sent out of the County Clare?—Not very much; the County Clare is more a grazing county, and there is very little agricultural produce in it; in fact, they do not grow potatoes at all there, and we have to get potatoes into the county from Galway.

1762. Is there much butter or eggs exported?—No; the butter is more from the Limerick side; they do not go in for dairying in it. It is more store cattle. In small isolated localities they have a little agriculture, but very little dairying. It is entirely a store cattle and sheep county.

1763. Mr. HEADLAM.—Why do you think the price of eggs has gone up?—They have gone up everywhere.

1764. Why in Clare—do they export more eggs?—The price of eggs has gone up all over Ireland in the same way; but I think it is due to those men who go round the country now collecting eggs. In the old times a woman had to take her eggs into market and sell them in the market, and then she was regulated entirely by the market price; but at present there are men who travel through the country with horses and collect the eggs.

1765. On behalf of shopkeepers in the town?—Or on behalf of themselves. They collect these eggs, and one will have three, four, five horses out collecting eggs, and in every case they pay for those eggs with stuff that they bring round, so that they get a double profit out of it, and they have run up the price.

1766. And those eggs do not get into the market at all?—Yes; that is the practice in the County Donegal I know.

1767. Mr. STARKIE.—That practice is followed all over the country?—I do not think it is so much in the County Clare; but then, you see, they have not got the egg supply there to make it worth their while to do it in that county. Carbolic soap was formerly 3d. and now 3½d.; pigs' heads 3d., now 5d.; lard 7d., now 9d.; hams 11d., now 1/3. Here I have got a statement from a trader in Ennis showing that boots sold in 1901 at 21/- are now sold at 24/-, and boots sold at 10/6 are now 12/11. I have another statement from a hardware trader, in which he tells me that pots and pans, and hardware generally, and tinware of all descriptions, paraffin oil and cutlery, have all gone up at least 25 per cent. since 1901. These are all items that are used by the constables, especially the married men, and it all means an increase of expenditure.

1768. Mr. HEADLAM.—You have not got the prices of the earlier years; you did not get information that the prices in 1884 were as high as they are now?—No, except in the one place where I got the prices as far back as 20 years.

1769. Turf?—Turf, and more than turf in that particular return. I will refer to it in a moment for you. Here we have got soft goods; suitings have gone up from 10/- (it is written down here as 50-inch suitings) from 10/- to 11/-, 10/- in 1911 and 11/- in 1912; flannel shirtings 1/2 to 1/4, and still advancing; woollen shirtings 1/- to 1/3; cottons 6d. to 8d.; sheetings 1/2 to 1/6; wool blankets 13/6 to 14/3 in 1912, and in 1913 16/-. Grey single blankets have increased from 5/6 to 6/3; top coats from 30/- to 35/-; bedding (56-inch) 6d. to 8d.; flannelette shirting 7d. to 8d., and in 1913 up to 10d. Men's socks have increased from 1/- a pair to 1/3 a pair.

1770. Mr. STARKIE.—Have you arrived at any percentage as regards the increase in the cost of living in Clare compared with 1901?—Well, taking it generally, I should say it has gone up anything from 15 to 25 per cent. Some things have gone up 25 per cent., and some things have not gone up quite so much. You were asking about turf. Here are the prices in the beginning of 1914 and the prices 20 years ago.

1771. 1894?—Yes. Beef is 9d. to-day and 8d. then; mutton 9d. and 6d. then; Irish bacon 1/- and it was 6d. then; American bacon now 10d. and 4d. then; potatoes 6d. and 3d. then. Well, of course, as I say, the potatoes in the County Clare are brought in from another county.

1772. Where are those figures taken from?—These were taken at Ballyvaughan.

1773. Figures given by tradesmen there?—They were

obtained from the tradesmen by my officer there; I asked him to get them for me. Yes, they have been obtained from tradesmen. Bread is 6d. now and was 4½d. then; butter 1/2 now, 8d. then; eggs 1/4 now, 7d. then; flour for 20 stone £1 13s., and £1 2s. 20 years ago; milk per quart—that has not changed, strange to say, in Ballyvaughan—the price is 2d. a quart; oatmeal 1/10, and then it was 1/2 a stone; coal £1 12s. 6d. a ton, and it was 15/6 a ton then, brought in by boats, of course, to the pier at Ballyvaughan; boots now 14/- and 12/- then; full repairs (that is soling and helling, I take it), 4/- now and 2/6 then; candles show a decrease, being 5d. now and 7d. 20 years ago per lb. They pay 17/- for making up a suit of clothes now, and in the old times they only paid 9/-. Of course, that is a thing that varies in different localities.

1774. The CHAIRMAN.—What is the allowance for making up a uniform?—I have it here. A head constable for his tunic gets 14/6 now, and in 1900 he got 10/6. Winter frock 7/-. As a matter of fact, I have been making inquiries with regard to that, and they say that they cannot get a winter frock made up for 7/-, and they have to pay 1/- more. Again, that probably varies in different localities. I am talking of my own county. Most of the men I have spoken to say that they have to pay 1/- more and in addition to that they have to pay postage on it. They cannot get it done at the station; they have to send from the station to a tailor in some other part of the country, or perhaps in another county altogether, and pay postage both ways. They get 6/- for making up summer trousers, ordinary trousers 4/-; overalls 5/6; pantaloons 6/6. Sergeants and constables get 7/6 for a tunic; 7/- for a winter frock; 6/- for a summer frock; 3/- for trousers; 4/6 for overalls; 5/6 for pantaloons. There is a matter which I suppose I might as well touch on. In 1908 there was an increase of 1/- a week granted to men after seven years' service and the maximum was reached at the 25th year. That 1/- a week does not mean that there has been 1/- a week of an increase every year. The periods of increase were changed, with the result that for some of the years after the increase in 1908 the men were only drawing the same as the men drew previous to 1908, and when you take the bulk sum that these men have received for the whole time it does not make up £2 12s., but only works out at £1 8s.

1775. That is the increments?—Yes; the change in the date of the increments makes it appear that what the men drew in certain years after the increase in 1908 were the same as if they had not got that increase.

1776. Mr. HEADLAM.—They got an increase of pay, but had to wait a little longer for it in some cases?—Not exactly; for instance, at the 7th year, at the completion of the 7th year, a constable was drawing £59 16s. before 1908. After 1908 he was drawing £62 8s.

1777. The CHAIRMAN.—1/- increase?—1/- increase. He was drawing the same the following year, but in the 10th year the constable before 1908 was drawing £62 8s., and the constable after 1908 was also drawing £62 8s.

1778. Mr. STARKIE.—He got it at 9 years instead of 10?—Yes, but if you take the total of what the two men drew for the whole time now, and take the average it does not amount to £2 12s. That is the point I am making out.

1779. The CHAIRMAN.—When was the maximum reached, and how much was it?—The maximum before 1908 was reached at the 21st year; he got £70 4s. At the 26th year now he gets £72 16s., that is on the completion of the 25th year and the beginning of the 26th.

1780. After 1908 what did he get on the completion of the 21st?—On the completion of the 21st year he would be drawing £70 4s., and he would be drawing it from the beginning of the 16th year. He began to draw it five years earlier and continued it for five years longer before he got the maximum increase of £72 16s.

1781. When was the last period—from 15 to 25?—Yes, the last period was from 15 to 25; the last period was a 10 years' period.

27th February, 1914.]

County Inspector JOHN FITZHUGH GELSTON examined.

[Continued.]

1782. Although that would occur in the interval, in the end he would have a shilling, he would have the £2 12s.?—Yes.

1783. At the 26th he would have the £2 12s.?—Yes, from the 26th he would have the £2 12s. each year; but still if you take the total amount that the two men receive for the whole period, and take the average, it does not come to £2 12s.

1784. Mr. HEADLAM.—It depends on how long he serves?—No matter how long he serves; no doubt, he would be reducing the deficit the longer he serves. I do not think that there is anything more that I could say very much about, except that I have looked into the question of the single man, and I have taken his expenses. If he is a careful and saving man of between five and six years' service, if he lives quietly and carefully and not extravagantly he can live within his pay; but he has no margin to come and go on if he wants to save money, or if he wants to send any away, or if he wants to indulge in any recreation he has a very small margin to come and go on, and the margin would not be very much more than 10/- to 15/- a month.

1785. What recreation?—He would want to go away on his leave.

1786. Would he do a little fishing?—That he could at home, and then he has only the expense of his rod and line; but I mean if he wants to go away, or if he wants to send any money home to his people; and I know that a great many constables not only want to do it, but do it, and deny themselves to enable them to do it. There is another point, the point of recruiting. I have been examining men in the County Clare, and 20 years ago I would not have passed one of them. They are not up to the mark physically or educationally.

1787. The CHAIRMAN.—At the same time, even now, you would not entertain the notion of admitting that gentleman described to us as a corner boy?—No, I would not accept a man of that kind; I would not entertain the notion of admitting any man whose character was not quite as it ought to be.

1788. A man who was not respectable?—Who was not respectable, certainly not. That would be one of the things that would prevent admission; but irrespective of that the literary qualifications of the men that I am examining at the present day are really inadequate for the work that a police constable in this country not only is expected to do, but has to do. He must have a certain education and his mind must have been developed sufficiently to enable him not only to grasp Acts of Parliament when he is out on duty and a thing turns up, but he must be able to have such a knowledge of those Acts of Parliament, and to be a man of such resource and intelligence, that he is able to take the initiative on the spur of the moment and do the right thing. Well, the class of man that we are getting at the present will take a very long training in our Force before he would possibly be able to be what I would call a thoroughly efficient man, that you could send out by himself into a country district, especially a disturbed district, and expect to act in any case that might turn up.

1789. Mr. HEADLAM.—They come from a different social class?—To a certain extent. I won't say exactly that they all come from a different social class, but we are not getting the pick of that class. In times past we got the best of those men.

1790. That is to say farmers' sons?—Farmers' sons.

1791. You still get farmers' sons, but not the best ones?—Farmers' sons, but their fathers probably have not such a large farm, and those men if they can get a few pounds together at all, in place of joining us as they did in times past, go abroad, or some friends who go abroad write home to them and send home money to their people (and they do send home money, fairly large sums of money from time to time), and, of course, this goes round about the place and people say: "What is the need of joining the Constabulary? For if I go into the Constabulary I get very little money, and I am barely able to live on it if I keep quiet, whereas if I go abroad I can not only live well but

save money and send some home." These people come home periodically from abroad also and tell their relatives and friends what good times they have and the money they can earn.

1792. Don't you think it is not so much the increase of money as the absence of discipline that affects them?—That, no doubt, is part of the cause.

1793. If they got 25 per cent. increase do you think you would get the same class of recruit as 20 years ago, or would those people be still preferring to go to America?—I think that we would get a far better class of recruits than we are getting now, and there are a great number of men in this country who would sooner remain in the country than go abroad.

1794. In spite of the attractions of town life?—In spite of the attractions of town life; men would join the Constabulary if they thought it worth their while from a monetary point of view. Oh, I have no doubt about that.

1795. The evidence as to army recruiting is that the standard of education of recruits for the army is much higher than it used to be, but the army recruits have not got to the standard at which you are accustomed to take men. Formerly the army recruits were taken from a lower class than at present. Now it is a class that has improved in education, but it has not yet reached your standard?—I should think not; I should think it has not at all reached our standard. You cannot compare the work of a soldier in the army with what the duties of a policeman are, because he has not to make up Acts of Parliament, and he has not to decide points of law, and to keep the peace, and to prosecute in Petty Sessions the way that our men have to do.

1796. Do your constables do that?—Oh, certainly they do. There are ordinary simple cases that occur on their patrols through their sub-district, and they themselves prosecute in those cases at Petty Sessions. It is only in the more serious cases that the officer steps in.

1797. Do they have many cases, would a constable in an ordinary quiet district have many cases?—Oh, certainly, any that turn up.

1798. An ordinary constable has at least one case at every Petty Sessions?—I could not say that, because you may have a quiet countryside where there is nobody to do anything to anybody else, unless there happens to be a pig wandering on the road, or a goat trespassing or something like that; there would be no serious cases there, and the only cases that you could get would be cases of assault and drunkenness.

1799. But he has to be prepared?—Yes.

1800. That is ordinary police work?—Ordinary police work. And he may be transferred from that station to another station at any moment, where he would have any amount of cases to attend to.

1801. Mr. STARKIE.—The constable prosecutes in practically all cases except cases of indictable offences, and those are prosecuted by the District Inspector, or the head constable in his absence.

1802. The CHAIRMAN.—In the name of the King?—The constable is obliged to obey the law.

1803. Mr. HEADLAM.—I wanted to know why these things are not thrown on the sergeant?—The sergeant would have no legal right to appear in the constable's case. Each man must prosecute in his own case, unless it is a case of an indictable offence.

1804. So there is a considerable responsibility thrown on the ordinary constable?—Undoubtedly, and he has not only to prosecute, but to make up his own case. It is not often that he has any great difficulty in a case, but still he has to do it and he is responsible for that case, and the way in which it is presented to the Magistrate at Petty Sessions.

1805. One influence on recruiting would be the other occupations which are open to the class from which recruits are taken generally in the country. What is there open to a farmer's son in the Co. Clare to become?—A farmer's son in the Co. Clare if he cannot get a piece of land for himself goes abroad. In the Co. Clare there are no openings, there are no manufactures or industries which he could go in for. A

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certain percentage of them go into shops and eventually become shop owners, and have shops of their own; but the main industry there is farming and the farmers' sons endeavour to get a little bit of land for themselves, and they do with a wonderfully small piece of land there sometimes, but otherwise they have to go abroad.

1806. The alternative is to go abroad or to farm a bit of land or to join the Constabulary?—Well, I was going to say that they might go out of the county, to some other part of Ireland.

1807. To take up farming work?—Oh, anything at all; not to take up farming work, because the man would have no money to start farming in a strange place; but to get employment of any sort.

1808. What I want to get at is the competing employments, the employments that compete with the Constabulary?—Well, the farmer's son of the present day is far better educated than he was 20 or 25 years ago, and he is open to go in for competition for posts.

1809. Government service?—Government service of certain kinds, and they do that; but the main competition is emigration. I am of opinion, I cannot speak with absolute personal knowledge, but I am of opinion that a considerable number of young men join our Force for the purpose of saving a few pounds in any way they can, and as soon as they have as much as will pay their passage to another Police Force they resign and go.

1810. The CHAIRMAN.—Have you any personal experience of the number of men who have resigned for the purpose of joining other Police Forces?—I could not give it for my whole service, but I can give it for the last year in the County Clare.

1811. Very well?—In 1913 in the County Clare I had seven resignations—to join other Police Forces, one; to better their position, three.

1812. Mr. HEADLAM.—Does that mean to get something definite, or merely to go vaguely with that object?—Oh, no, vaguely. They go for the purpose of bettering their position.

1813. The CHAIRMAN.—What did the others go for?—Inadequate pay, one; to avoid dismissal, one; and other causes, one. That makes up the seven.

1814. Have you any idea of the other causes?—I think they were family causes.

1815. Would it come round to your knowledge again whether any of the three to better their positions joined other Police Forces?—It possibly might, but it has not in this case.

1816. What I mean is this. If they joined other Police Forces would an application for "approved service" come to head-quarters or come to you?—It would probably come to me eventually.

1817. Did the man that joined the other Police Force get "approved service"? (When a man joins another Police Force, a man of six years' service in the R.I.C., suppose he goes to Birmingham and joins the Force there, if an application has been made for "approved service" he gets his time in the Birmingham Force, six years to start with)?—He is allowed his service in the other Force. I am not aware in this particular case whether that was so or not.

1818. I asked you whether it would come round to your notice?—The question of approved service you know would be simply a question of his service while serving with us. If he would be entitled when he resigns here to anything from us, that should be added on in the other Police Force, and at the end of his service that would be his total service; and the reverse is the same when a man comes from the English service to us.

1819. Mr. HEADLAM.—Do you happen to know what became of the three men who went to better themselves?—They went abroad.

1820. And the one who retired on account of inadequate pay?—I don't know what happened him; he probably went abroad too.

1821. In 1912 there were ten resignations. To join other Police Forces, three; to better their position, four; and other causes, three. That was before I went to the County Clare. I just got the record; I

don't know anything of the particulars. Then in 1911 there were four resignations. They were for "other causes," nothing definite. In 1910 we had two resignations—one to join another Police Force, one to better his position. In 1909 we had one resignation to join another Police Force. In 1908 seven resignations, one to join another Police Force, four to better their position, and two for other causes.

1822. Mr. STARKIE.—When did you first notice the deterioration in the recruits?—Well, it goes back several years. I noticed it certainly five years ago, and it has been increasing ever since that, and, of course, it is brought more forcibly under my notice now since I became a County Inspector, when I am examining men from the whole county. Before that I would only notice it in my own immediate district.

1823. The CHAIRMAN.—Of course, the standard is high; I mean the chest measurement and physique?—It is not out of the way. It is higher than in the army, but it does not mean a very big man. It is only 36 inches chest measurement, and 5 feet 9 inches in height.

1824. Still people with these measurements are not so numerous as they were?—Apparently they are not. I think that there is a certain deterioration myself in the youth and manhood of the country from that point of view, but still not enough to account for the other thing.

1825. Mr. HEADLAM.—Still it is higher than in England. Can you tell something about promotion—we have heard some evidence to the effect that it takes 18½ years on an average for a man to be promoted from constable to acting sergeant?—Well, that varies in the different counties.

1826. Do you think that in the counties of which you have had experience the men are kept too long in the rank of constable?—I do, in some cases. I think that once a man gets to 20 years' service it is getting rather too late to promote him.

1827. If he was a very sharp man he would get promoted by other means?—He could get promoted by the "P" list. Of course, if he was an extra sharp man and had very brilliant police work during his service he might get specially promoted by the Inspector-General for special service, thus the average varies in different parts of Ireland. In the Co. Clare I should say promotion would come at about 15½ years' service. I am not giving it as absolutely accurate; but that, I fancy, is what it would amount to. The average would be about 15½ years' service.

1828. You heard the suggestion made by the last witness as to making promotions applicable to the country as a whole?—That is a matter which I have often thought of myself. Whether it is a matter that is feasible or not I could not tell. It would have to be considered. If it could be done, of course, it would tend to make the thing more even-handed.

1829. It would shorten the period?—It would shorten it in some way; it would increase the low ones and would shorten the high ones. In the City of Belfast it takes a considerable number of years for a man to get promotion, far more than in most of the counties.

1830. Mr. STARKIE.—Do you have many men in Clare going up for the "P" list examination?—Well, I have not had many since I went there; but I am not quite a year there yet, so that I cannot tell you whether there have been many men going up for it, but I have a good number of "P" men in the county.

1831. Did they come from other counties?—No, sometimes on promotion they come; but constables, of course, do not.

1832. It struck me that in disturbed counties (and some portions of Clare appear to be disturbed) they might not have time to prepare?—To say that one or two portions are quiet would be a better way of putting it.

1833. What occurred to me was that they might not have time to prepare for examination?—They would not. If a man is looking for the "P" examination he generally applies for a quiet station where he can read, and if it is possible to give it to him he gets it, but a man in one of the disturbed areas has no time to study at all, because he is day and night out on duty. They are, just at present, in places.

1834. The CHAIRMAN.—No doubt the period at which a man gets the opportunity of promotion has been affected as compared with former years by the creation of the "P" list?—It has, undoubtedly.

1835. What percentage of the promotions are made from the "P" list, is it one half?—I could not tell you that from memory now. There is a fixed proportion and I cannot tell you what it is now.

1836. At any rate, that does affect a man who relies on seniority and qualifying examination alone?—Certainly, to a certain extent it does.

1837. That was the intention, but I wanted to bring it out that you cannot have the two things. You cannot give an advantage to a young man, an enterprising man who is zealous to read and study, without taking something off the other man?—No, you cannot.

1838. And, of course, it was considered advisable to give the young men of the Force an opportunity?—Yes.

1839. That was the object of the "P" list?—That was the object, to give a man who had intelligence and ability an opportunity of getting on.

1840. Mr. STARKIE.—The County Inspectors' clerks seem to have some special advantage as regards promotion, and it was suggested by one of the witnesses that it should be done away with?—Well, you see, a man who is in the position of County Inspector's clerk has no opportunity in some cases of studying, for he has no time, for the "P" list, and in other cases he has no opportunity of getting records or showing his ability as a policeman in the way of the performance of his duty, and consequently he is handicapped from that point of view, and I think that in a way he is entitled to some consideration.

1841. The CHAIRMAN.—I believe it was found necessary to give some inducement in order to get men to devote themselves to the position?—Yes; naturally a man will not go into a position which would hamper his own promotion, and he would not do it if he did not get some special recompense for it.

1842. Mr. HEADLAM.—Does he draw any extra pay or get any allowance?—To tell you the honest truth, I cannot tell you that.

1843. The CHAIRMAN.—He has some slight advantage?—He has, but not very much. The senior clerk has some advantage, but they get their promotion automatically at a certain time.

1844. Mr. HEADLAM.—Then can you tell us anything about the pensioners, as it has been alleged that it is impossible for a pensioner to get employment in Ireland and therefore that his pension is all that he has to live on, and that it is not adequate?—The general trend through the country now is not to give any appointment to a police pensioner.

1845. You say "now." Is there a change in the practice?—In old times a police pensioner had an opportunity of getting things, and did get things.

1846. Under the Grand Jury?—Various employments, not only the Grand Jury, but in many things. They used to get Petty Sessions Clerkships, and so on. Nowadays the very fact of a man being a policeman militates against his getting one of those appointments if he applied for it.

1847. Not the fact of his being a pensioner?—I mean a police pensioner.

1848. Is it a political objection?—No, but the fact that he is a pensioner and a policeman. The fact of his being a policeman affects it in certain places where the police have made themselves active against the people in the country. They object in those cases. There was an application for a Petty Sessions Clerkship in the County Clare a month or six weeks ago and there were three police sergeants applying for it, and, of course, they should become pensioners before they could get it, and there were also other candidates; and the remarks made by solicitors who were appearing for other candidates, regarding the police having the audacity to come forward and look for a thing of this sort, were really very unpleasant to listen to, and it was distinctly stated in Court by some of those men in so many words that a police pensioner had no right to come forward and look for this at all, that they had

their own authorities to look after their interests, and that they were coming and taking posts out of the hands of young men in the country that had no pension and no other employment. That was stated in so many words in open Court, and I was present myself and heard it.

1849. That was a Petty Sessions Clerkship?—It was a Petty Sessions Clerkship at Killaloe.

1850. The CHAIRMAN.—They were not appointed?—No, they were not.

1851. Mr. HEADLAM.—There seem to be 138 pensioners in the County Clare?—Yes. In that case I may mention that as each police applicant dropped out of the voting a regular cheer went up in Court.

1852. Mr. STARKIE.—I suppose that is due largely to the alteration in the composition of the Bench?—Probably that would have an effect; but it is a general feeling that a police pensioner has got his own pension from his own profession, and that that should be sufficient for him, and that he should not interfere with other people, and that other people should be allowed to get those appointments that are going.

1853. Have you known of any other cases in which there were police pensioner candidates for appointments in Clare?—Not in Clare; that is the only one that has come personally under my notice; but I know from my own knowledge that that feeling militates against police pensioners or police sergeants who were about to retire on pension getting these posts, and the people will not have them if they possibly can help it.

1854. Mr. HEADLAM.—I suppose some of them have means of their own?—Policemen who retire on pension sometimes have.

1855. And they are not in absolute want?—No, not in absolute want. A few pensioners that retire have a little farm that they go to, that may come to them from their fathers or family, or through their wives. They may retire on to a farm.

1856. The CHAIRMAN.—There are said to be 47 pensioners in Clare who are in business for themselves as farmers or shopkeepers?—That is quite right. You see that some of these men through their families or from their wives will have a farm or will have a shop or business of some sort, so that when they retire they will be able to start in the publican or other business themselves, or they may have a farm coming in to them from their families or fathers or something of that kind.

1857. The return* says that there were in situations about 21?—Situations of different sorts. Of course, there are a good number of policemen who get posts with private gentlemen as gamekeepers or gatekeepers or stewards in clubs, and things of that sort, and I know several men in the County Clare who have posts of that description.

1858. Mr. HEADLAM.—But there are few employers of labour in the County Clare. There are not many employers of labour?—No, there is not much labour in the county; it is entirely a grazing county.

1859. The CHAIRMAN.—Of course, at the age at which a policeman retires he is not capable of competing with others in the way of manual labour?—Oh, no.

1860. But he may do something on a farm for himself?—Yes, he would not be in the labour market proper.

1861. He could not take a job?—No.

1862. Mr. HEADLAM.—What sort of age does a policeman generally retire at—45 or 50?—Well you might say they retire at 45 to 50, I should say, but some of them keep on longer.

1863. Mr. STARKIE.—If he retires at 25 years' service he might be 43 to 45 or 48 years of age?—Yes.

1864. Mr. HEADLAM.—Do you think he has finished his utility as a policeman at that age, 45?—Oh, certainly not.

1865. No?—No; a man at 45 is still able to do his work, I consider, for a time.

1866. Mr. STARKIE.—It has been suggested that men should be compulsorily retired at 30 years' service or 50 years of age. Have you got men of over 30 years' service?—Not many, but some.

1867. Do you find that they are fit for service?—Well, I have one man who is not, but on the other

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hand he is a man who devoted his whole service and did very good work on behalf of the Constabulary, and latterly he has got a bit broken down and he has got a quiet station; but he is a man that certainly is not fit for any more hard work. I think there should be some limit at which a man should go; but I would have to consider the matter a bit more before I would say 30 years' service and 50 years of age or not. That would be a matter that would require looking into.

1868. It varies with the individual, I suppose?—It varies with the individual. It is a matter that I did not look into. I did not think it would arise here at all.

Sergeant JAMES DEVLIN examined.

1872. The CHAIRMAN.—You are stationed at Strabane in the County Tyrone?—Yes, sir.

1873. How long have you been there?—Seventeen years.

1874. How long have you been sergeant?—Eight years.

1875. Then you got your promotion at short service?—Twenty-three years, sir. Something over 23 years.

1876. Mr. HEADLAM.—Twenty-three years constable?—Yes.

1877. The CHAIRMAN.—And you have now what length of service?—Thirty-one years and between four and five months.

1878. What counties have you served in as well as Tyrone?—The County Cavan and the City of Belfast.

1879. What is your native county?—The County Derry.

1880. Now, you come here to represent certain views on behalf of what persons?—The sergeants and acting sergeants of the Province of Ulster, in conjunction with Sergeant Conway of Enniskillen, who was examined here yesterday.

1881. Do you represent the views of the sergeants of Derry?—Yes.

1882. Derry City?—Yes.

1883. The whole of Ulster except Belfast?—The whole of Ulster except Belfast.

1884. Now, you heard the evidence given by the sergeant from Enniskillen?—I did, sir.

1885. While I do not want to limit you at all, still at the same time you may not feel it necessary to dwell on the points at such length, but just give them in your own way?—Yes, sir. I presume he has given you the statistics of the average rise in the cost of living in the counties of Ulster, and it would be unnecessary for me to go over the same ground, any more than that I might give some statistics of the rise in prices in the County Tyrone, and in the different towns in the County Tyrone, between the years 1902 and 1914. Well, take coal; it is much the same price in Strabane during the two periods; there is only 1/- of a difference, 26/- in 1901 and in 1914 27/-, an increase of 3.8 per cent. Paraffin oil, 8d. in 1902 and 10d. in 1914, 25 per cent. of an increase. Soap per stone 2/11, and in 1914 3/6, or 20 per cent. of a rise. Bread, the 2lb. loaf, 2½d., and in 1914 3d., a rise of 20 per cent. Flour per stone 1/5, and in 1914 1/9, or 23.1 per cent. increase. Potatoes are at the same price as they were in 1902. Sugar 2/- per stone, and in 1914 2/4, that is 16.6 per cent. increase. Tea per lb. is the same; there is no change in it. Butter 1/-, and in 1914 1¼, an increase of 33.3 per cent. Cheese 8d., and in 1914 10d., 25 per cent. of a rise. Milk, the same price, 3d. per quart. Eggs 1/- a dozen, and in 1914 1¼, 33.3 per cent. of a rise. Jam, the 2lb. pot. 8d., and now 10d., 25 per cent. increase. Currants per lb. 4d., now 6d., 50 per cent. Raisins 6d. and now 7d., 16.6 per cent. Beef and mutton the same price as before. This is an article, the price of which I have heard quoted by different witnesses who went before me, and I would like to say something about, that is beef and mutton. I think it ridiculous to talk about the price of beef and mutton to a married policeman with 8 or 9 of a family.

1869. The question had been raised by several witnesses?—If such were the case it would increase promotion. It would be a very good thing for promotion if there was compulsory retirement at a certain age.

1870. But there is no object in getting rid of a man if he is able to do his work?—And it might possibly be a hardship on the man himself.

1871. The CHAIRMAN.—It was generally suggested by men who had rather short service, but it was not quite concurred in by men who were up to 30 years' service?—Yes, to men with short service promotion looks very, very far ahead in the Constabulary, I must say.

1886. You are a married man?—I am.

1887. How many children?—Ten.

1888. What is the age of the eldest?—Twenty-two.

1889. How many are with you now?—There are 8.

1890. Do you live in the barrack?—I do not.

1891. What do you pay for your house?—£1 a month.

1892. £12 a year?—£12 a year.

1893. Well, you say something as to dwelling very much upon beef and mutton by a married man?—I think it is a species of sarcasm to speak of it to him at all, that is to a man with a family, because he cannot get more than vegetarian diet for a family of that sort.

1894. Mr. HEADLAM.—You do not have to support more than 8 of your children at present?—Yes; there is one of them who is employed locally, in the Post Office, an official.

1895. He supports himself?—He does, but I do not count on him. Now, pork was 6d. and is now 9d., which is 50 per cent. increase. Then as to turkeys, geese, hens, and chickens, I think the same remark applies as to beef and mutton as regards a married policeman with a family, that he cannot indulge much in these commodities.

1896. I do not think the witnesses gave their evidence as bearing on their own consumption of these articles, but to show that every sort of necessities of life had increased?—That is so.

1897. And that the increase was general?—Yes, it was general, and with regard to all these necessities of life I find that in the County Tyrone there is on the average 24.9 per cent. of a rise. In the ordinary labour market and trades in Strabane there is not so much rise, owing to there being no trades organisation there, and the employers take advantage of the position, but in certain employments there is a small rise. Masons, who had 4/- a day have 5/-, an increase of 25 per cent.; bricklayers the same, 25 per cent. increase. Grocers' assistants, indoor, have risen from £25 to £35, an increase of 40 per cent. Now, as to agricultural labourers, Strabane is a great agricultural district. There is no trade there, but there is a marked rise in the value of agricultural labour.

1898. What is the rise in agricultural labourers' wages?—They rose from £10 in the half year. There are two half-yearly hiring fairs there, and they rose from £10 in the half year and they are now £14, that is for an all-round general man who can do all-round general farm work.

1899. That is £28 a year and keep?—Yes, and if he is not kept (I know the conditions of life of both single men in the labour world there), if he is not kept he has 10/- a week (that is the general pay), and a free house, a few tons of coal in the year, and half an acre of potatoes laboured for him, and milk for his family generally as well.

1900. A house and milk and fire, and his ground laboured by his master?—His ground laboured by his master.

1901. Then your next point?—I say not only has the cost of living, but the standard of living has become higher. For the standard of living there is better education in the first place, higher education; the police have to endeavour to keep pace with the

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other people living in the same locality or town, and of necessity it costs the policeman more for the education of his children. I know what it is.

1902. Are there good schools in Strabane?—Very good.

1903. And are they expensive?—No, the education is free, but the cost of books and other requisites is pretty high, and these have to be bought for the children, and there are new editions of books coming out pretty regularly, and they have to be bought and where there are a number of children at school it is difficult to keep them. They require better education to compete with others in the educational world and fit them for the struggle of life afterwards.

1904. Mr. HEADLAM.—You mean that they require better education than they can get free?—Yes, quite so.

1905. You do not take advantage of the free school?—Oh, yes, to a certain age.

1906. When they require a secondary education?—When they require a secondary education, and you have to pay for them.

1907. Mr. STARKIE.—Where did you have your eldest boy educated?—He was educated at a National school.

1908. What age was he when he left there?—He was 15½, and he went into a clerkship in a factory in the town, and from that he went in when he became 18 years of age and joined the police.

1909. He is in the Constabulary?—He is in the Constabulary, and is serving in Belfast now.

1910. The CHAIRMAN.—Then your next point?—Well, a policeman would require to get a holiday. It is generally acknowledged that every person now should get a holiday, and a married policeman is not fit to get a holiday unless he gets assistance from his friends, which I had to do on many occasions. Then I was going to say about the labour market, that one of those servant men is now in a better position than a policeman.

1911. Do you mean single or married?—Single or married, if you take account of it. In one way if I had to choose the alternative between the life of a policeman and that of a farm servant at the present time I would distinctly choose the latter.

1912. You would give up the pension?—I would; he has all his life to make provision for the pension afterwards.

1913. The CHAIRMAN.—As a matter of fact, do they make provision?—They do, a great many of them.

1914. Mr. HEADLAM.—On the £28 a year?—Yes; some of them do not; but a great many of them do. I have known some of them after some years at service to buy farms of land of their own afterwards; but I scarcely ever knew a policeman to be able to do that, or very seldom. Well, you have heard from some of the witnesses, you have heard from Constable Foley his statement that after paying his bills he had nothing to support him. Well, he has only himself and his wife, and if Constable Foley finds it hard to support himself and his wife you can imagine what it is for a policeman of a family of, say, four. If it is only enough for two it is only half enough for four, and there would be none for six, and I don't know what it would mean for eight. Now, a reference has been made to the English Police Forces for the purpose of comparison. I hold that there is no comparison or very little comparison between us and the English Police Forces, and the conditions do not apply at all; the conditions of life, of service, or of pay, do not apply; and I hold that we are entitled to more consideration than the English Police Forces.

1915. The CHAIRMAN.—Have you had any experience of the English Police Forces?—Well, I have not; I have a bit more of the Scotch Forces, in the City of Glasgow, and Renfrewshire, and some of the places around.

1916. Just give us your reasons for saying that the conditions are not comparable?—In the first place the conditions of life of the English or Scotch policeman are not the same. We take to the Police as a profession and they do not; and with regard to their conditions of life, in the first place, they forfeit no privileges of citizenship and we do. We forfeit all rights of citizenship when we join the Police Force.

1917. Mr. HEADLAM.—What do you mean by that?—We are disfranchised.

1918. You are not allowed to vote?—No.

1919. Is a policeman in England allowed to vote?—Oh, he is.

1920. Mr. STARKIE.—It is prohibited by Statute in Ireland?—That is one consideration. Another consideration is that a policeman and his wife can engage in certain occupations, for instance, a policeman can keep boarders, and very often in those places married policemen and married sergeants board the single constables.

1921. Mr. HEADLAM.—Can't you keep boarders in this country?—Well, we can, under certain restrictions.

1922. What are the restrictions?—Well, the Authorities must be satisfied that it won't interfere with your professional duties.

1923. Do they ever refuse permission?—Well, the fact of the matter is that I have never known anyone; but I think it is so hampered with restrictions that no one ever thinks it worth while to ask for it or avail of it.

1924. Has it ever been refused—for I understood from one witness that it is nearly always acceded to when it is asked for?—Well, I have heard of it being refused.

1925. So if it is refused it is not worth while to ask for it?—I do not know that it has been refused.

1926. The CHAIRMAN.—Is it the fact, sergeant, that it is not considered quite the thing for a policeman's house to be a lodging house?—Well, in the first place, most of our houses are not adapted for keeping lodgers.

1927. But is that really the fact? Is it felt in the Force, except, perhaps, in large towns where a man has a great big house, is it felt that it is not in accordance with the position of a policeman to take in the class of lodger that you would be able to take in, in a small house?—Well, I suppose possibly it might be.

1928. At any rate, they do not do that?—They don't do it.

1929. Mr. HEADLAM.—The point is that they are not forbidden to do it. Do you know cases where the English Police have been engaged in trade, can they keep shops?—Oh, I think not; I don't think that they are allowed to keep shops; but as regards their service in the Force and their pay, the labour market there regulates their service and pay. When the labour market is high they leave the Force, and it is only whenever the labour market is down that they join the Force there. It is not so with us; we join it as a profession and stick to it.

1930. The CHAIRMAN.—Well, they lose the prospect of pension, of course?—Oh, yes. And again, these police forces in England are paid by the local bodies, by the Corporations or local bodies that employ them.

1931. Mr. STARKIE.—Not altogether, the State pays part of the cost?—This is the point. If they are able to pay them higher wages than we are paid, I think that the State that we serve so well should extend great consideration to us, and that we should be paid as well if not better, taking everything into consideration, than they are.

1932. Do you know that the pay of the Police of England varies according to the counties?—Oh, yes, sir. I am aware of that.

1933. Mr. HEADLAM.—Do you know that there are more police in Ireland, of course, in proportion to the population?—Well, now, the effect of the present pay that the police are getting—its effect on recruiting is bad. Now, you would not get any recruits in the Province of Ulster, except possibly in Donegal or some out of the way place. In other counties you would not get recruits to join. I endeavoured myself in the town of Strabane to see to get some to join, and not a one in the town or district of Strabane would join the Force at present, where they used to get recruits regularly from.

1934. Mr. STARKIE.—What do they say, what reason do they give?—They would laugh at you if you tell them that they commence at £39 a year, or 15/- a week. They don't think anything of it at all.

1935. Is it solely on the grounds of the pay being inadequate?—The pay and the discipline, and the life that they have to put up with.

1936. They were always subject to discipline; it was more severe in fact in former times?—They say that

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Sergeant JAMES DEVLIN examined.

[Continued.]

without discipline they can get better pay, and they go into cities like Belfast or Derry, and become mechanics or will join a shop or will take to farming, and they consider that anything is better than joining the police at the present time with the present rate of pay. Of course, Mr. Roberts, the County Inspector from Donegal, spoke of the effect of the present state of affairs on the recruiting in Donegal, and I think he stated the case very fully and put all the facts fully in detail, and in fact I listened to him attentively throughout his examination, and I think he has left nothing unsaid, and I think he is to be congratulated on his knowledge and the way that he put the case for us, and that he deserves the gratitude of the Force for the manner in which he stated it, and I do not think that any officer or County Inspector, nor all the other constables in the Force, could add to or diminish anything that he has told you about it. I agree with him, with everything that Mr. Roberts has said, and adopt it as my evidence, with this difference, that I could not put it so intelligently or state the facts so well as he has done. I have some bills of expenses, but I do not think that it is necessary for me to go into the details of them; but to just simplify the thing I will take my own case and I will give you the salary that I draw in the year and the first charges on it, and what I have to support my family and myself on: I draw pay and allowances £88 17s. Out of that there are these first charges. I have to pay the barrack servant, and subscription to the Jubilee Fund £1 2s. I have rent £12. I have £7 16s. for fuel. That makes £20 18s. Now, diurnally that gives me 3/8½ per day to support eight. Divided over eight, it leaves 2¼d. per head per day. That is not speaking of clothing at all, but I have to clothe after that, and I do not purpose giving any figures regarding clothing, because the cost of clothing a family differs according to the taste and skill of the mother and father, and as a matter of fact myself and my wife, when she was alive, she made all the children's clothing and I made all my clothing. I made my uniform and I repaired all my boots for myself and my children and her, and it never cost me a 6d. to pay a tradesman for anything, and so men or women that would not be so handy would have to buy all those things, and consequently this is how we were enabled, together with what assistance we got from friends, to pull along until some of our children got up; but I may tell you, sir, that the struggle was pretty hard. Well, there is another sergeant in the station with me and he has the same family and the same thing applies to him. There is a constable in the station who has nine of a family, himself and his wife, and, making the same calculation of his pay, he draws £77 2s., and he does not pay to the Jubilee Fund; but he pays the barrack servant 18/- in the year, £7 16s. 6d. for fuel and £12 for rent, and that is £20 14s. as the first charges on his pay, and that leaves him £56 8s. to support himself and his wife and nine children. Well, that leaves him £56 8s., and divided by 11 it gives him something like 3¼d. per head per day to support his family. Well, that is not taking clothing either; I don't know how he gets that, but I presume that he gets some assistance from his friends too.

1937. The CHAIRMAN.—What are the ages of the children?—The eldest of the children is about 16, and I don't know whether he is in any employment. He was in a draper's shop for some time, but I think he is with friends now.

1938. What would be the necessary monthly expense if he had everything that he ought to have with nine children?—Well, it would be £10 2s. 3d. He makes it out himself here at £10 2s. 3d. He says that they get no beef. The total of his bill would be £10 2s. 3d. that it would take to keep him, and I don't think it would be an exorbitant sum to keep such a family. Now, as regards the pensions, we ask to be pensioned on the pay that we draw at the time of retirement, and to be pensioned on all allowances, and sergeants to attain their maximum pensions at three years instead of four, as now, and that the additional allowances

should be increased, that is subsistence allowance nightly, and allowances for twelve and eight hours. That is about all as regards the pensions. Well, I am asked to put forward the question of promotion, and to ask that all promotions should be from the ranks, and that one system of promotion, and that by competitive examination held by the Civil Service Commissioners, should be made.

1939. That all promotions should be by competitive examination?—By competitive examination, and the service might require to be extended from five to seven or ten years if you like.

1940. I do not quite understand?—There are two systems of promotion now, or several systems of promotion. There is the "P" system. Well, there is the ordinary system by examination, the county system. We ask that all promotions be by one system only, and that by competitive examination held by the Civil Service Commissioners.

1941. That would be by the "P"?—Yes, by the "P."

1942. And that the man who had not succeeded in competing for the "P" list should not be considered for promotion at all?—No. You might make compensation to him if he is a good man by merit pay.

1943. But we are talking now of promotion?—Yes, sir.

1944. You are asked to represent to us that all promotions should be by competition?—By competition, with a standard something like the "P." standard, that some better educational tests should be applied.

1945. Mr. STARKIE.—How often do you think a man ought to be allowed to go up for examination?—He is allowed to go up twice now. Well, I would think that that would be enough, or possibly it might be extended to three times to give them a chance.

1946. The CHAIRMAN.—Did you pass by competition yourself?—I did not; I would have if I had got leave.

1947. Mr. HEADLAM.—You have got nothing to say about employment of pensioners?—There is no such thing as employment for pensioners now.

1948. Not in your county?—No.

1949. The County Tyrone?—The County Tyrone.

1950. And the evidence with regard to the County Tyrone is just the same as that with regard to other counties?—Yes, just the same. Any that were not able to get into some little business of their own had to take little poor jobs; I have known one of them to turn a navy, to work on the railway.

1951. The CHAIRMAN.—What age was he?—He had served 26 years, and he thought possibly he might get to keep a little shop, and he made special application for it and he did not get leave, and he retired then, and he was so hard pressed that he had to turn out to work, and he wrought at the making of a new railway that was opened a few years ago.

1952. Is he living now?—He is living now, and his children have got up and have helped him since, and he is better off, and I am a long time in it myself and if I got a job I would be willing to take it although they have nothing against me.

1953. Mr. HEADLAM.—They don't like to employ pensioners; but it is not a political objection?—No, it is economic. They say that you have served the State and the State has a right to look after you, and you have no right to deprive another man of his means of living, and you are putting another, a local man, a native of the place, out of a situation which you have no right to at all. That applies to the country all round.

1954. Then you say that the establishment of creameries has raised the prices. The allegation is that the establishment of creameries has raised the prices. Are there creameries in the County Tyrone?—Yes.

1955. And do you think that they have raised the prices?—Oh, yes, certainly.

1956. By taking away the produce?—Yes, the butter and eggs and milk. We have some of them in our district.

Constable EDWARD HARMAN examined.

1957. The CHAIRMAN.—You are stationed at Ballybunion, in the County Kerry?—Yes.

1958. How long have you been in that station?—Over 12 months, sir.

1959. And how long have you been in the County Kerry?—Over 26 years, sir.

1960. And what is your entire service?—Thirty-three years and four months.

1961. What other counties were you in as well as Kerry?—West Cork, sir. I remained in West Cork until I got married and went, on my marriage, to Kerry, and after getting head-quarters was transferred to Kenmare, and I remained in Kenmare for 12 years, and I was sent to Dingle district then and after two years' service in that district I was removed to Listowel, where I spent three, four, or five months over eleven years, and from that to Ballybunion. I am not exact about the months in Listowel, but I was some months over eleven years.

1962. Is your wife alive?—She is, sir, but not living with me.

1963. What family have you?—Three children.

1964. What ages are they?—Well, the eldest boy is about 25 and the second boy is over 23, and my daughter is over 21.

1965. Then they are all doing for themselves?—Yes, sir, they are.

1966. What are your boys doing?—My eldest son is a National School Teacher.

1967. And your second boy?—My second boy is at chemistry; he served his time to a chemist in Listowel, and he is now earning for himself over a year, a year and a half, and my daughter is a National school teacher and came out of the training college last July, and just as she was about a month out, almost simultaneously with the announcement of the result of her examination, she got an appointment in a National school in the County Limerick.

1968. Now, what men do you represent here?—The constables of Kerry, sir.

1969. And will you tell us now what they have instructed you to say here on their behalf. But first, are you living in barracks now?—I am not, sir; I am living with a single man in Ballybunion since I went to it, in mess with a single man. I happened to be transferred from Listowel to Ballybunion. I did not bring my wife with me as I did expect that there was a possibility, or may be a probability, that wherever my daughter would go after coming out of the training college she might go to reside with her.

1970. At any rate, you are living in mess now with a single man?—With a single man.

1971. But you have accommodation in barrack—you sleep in barrack?—I sleep the same as a single man.

1972. Now, would you say what you have to say on your own behalf and on their behalf?—Well, on behalf of the constables of Kerry I most respectfully ask for an increase of 25 per cent. in pay, and that pensions be calculated on pay and allowances and computed on the pay that the man is in receipt of the date of his retirement, and that no deduction should be made for barrack rent from the pay of the single men in future. One particular matter I would like to refer to, and that is with regard to some of the few men that got punished for marrying without permission. Their position to my mind seems miserable.

1973. Do you know any of them yourself?—I do, sir. I have personal knowledge of one man and his wife in the village of Ballybunion, and it is a dear place, though house accommodation is dear throughout Kerry, and from my experience it is very hard for anything like adequate accommodation to be got in towns. Where a house cannot be got rooms are dear, and sometimes they have a very limited space of room though they have to pay very dear for it. He could not, of course, pay the rent of a house and he pays £1 a month. I myself paid £1 a month for quite inadequate accommodation for almost two years in Listowel prior to my getting a house. I had to wait for that time before I could possibly get a house at £12 a year. I said I would never give more than £12 as my pay was not adequate to meet it (and it was not adequate to meet it at that either), that I would never give more than £12. I did happen to get it, and held that house I think for 10 years until I went out last October. Prior to my leaving it there were many

applicants for it, some of them out-bidding the others, until they had put it up to £15, and I think it would have gone higher if the man held out. There is one other matter that I would like to refer to as regards nightly allowance, though I do not wish to emphasise the allowance as regards lodging allowance, but nightly allowance. I know a station that I never can expect to be stationed in, so therefore it is not a personal matter to me; but I know from my eleven years in it that the men were struck very hard over the fact that 12 hours is the period you must cover before you are entitled to 3/6 for a night's absence. Listowel is a station that sends more people to jail than any other town of my experience. I often had two escorts in the day from Listowel myself. I often, when going with prisoners to jail, met an escort returning, and many of those escorts had to remain overnight, and then they incur the expense of a night out, but the period might fall short of the 12 hours by an hour or an hour and a half and they only get 1/-, so that night is turned into day in a pecuniary sense, and those men have to undergo that so often that they are out of pocket very considerably by the night's absence and getting 1/- for remuneration.

1974. Where is the jail?—Tralee.

1975. And do they go by rail?—Go by rail.

1976. Mr. STARKIE.—They cannot get back that night?—No. Of course, if they go by an early train in the day they could, but they have to leave the barrack about half-past eight, and they return about ten minutes or a quarter past seven. At ten minutes the train is due I think, as well as my memory serves me, and by the time they get to the barrack it is about a quarter past seven in the morning.

1977. The CHAIRMAN.—Did I ask you what your native county was?—Cavan.

The Committee adjourned for Luncheon and resumed at 2 p.m.

Constable EDWARD HARMAN further examined.

1978. The CHAIRMAN.—Now, Constable Harman, will you kindly go on. I think there was one subject you had not finished. You had told us something about hardship in connection with the work of escorting a prisoner. I don't know whether you had done with that?—Well, I don't think that I had quite finished. These men leave at half-past eight and they return at seven o'clock in the morning, but they are short of the 12 hours. I believe 10 hours would cover the requirements, if the period was reduced to 10 hours it would leave the men a nightly allowance. They incur the expense of the night and yet they have only 1/- for the night's expense.

1979. Did you ever know a case in which that occurred except the escorting of prisoners from Listowel to Tralee?—Well, I am not certain; but I have heard, too, though I cannot speak of it with confidence, that Killarney is similarly affected. Of that I am not going to be positive, because it is only hearsay.

1980. But of course that would be to alter the financial regulations of a whole service, because there were two or three exceptional cases of this sort of hardship, and would not that be better met by making representation to the authorities to consider it?—Well, I do not think they have authority to alter the rule. That is my impression, but I am not quite certain.

1981. But some other arrangement might be made that would cover it, it might be met by having an earlier train of departure, or returning by the first train in the morning might not be made obligatory?—Well, if it was not made obligatory they would be entitled.

1982. That is what I say. There are little ways of doing these things, but for one or two cases of hardship you could scarcely expect to have the whole regulations turned upside down?—I would not ask it at all, sir. Now, I do not know whether I cleared up quite the thing I referred to about a man who violated the marriage rule by not applying for permission.

1983. I think you said that it was a hardship, and that you knew one case yourself?—I know one case myself, and I saw where he brought his wife to the village and he could not get a house, because house rent is very, very high in Ballybunion, and it is out of the reach for a policeman to take a house at all. He brought his wife to a furnished lodging and he had a

room and the use of a kitchen with very small space, and while he had her in it he was charged 10/- a week. Well, his pay being only £4 9s. 6d., take 10/- a week out of that and it leaves him a very small margin to provide the necessary food.

1984. How long was he married?—He was married something about a year or over it. Well, more than a year; he is just a year in the station with me (next March he will be a year), and he sent his wife home. She is at home at present, not living with him.

1985. Mr. STARKIE.—He married under seven years' service?—He did, sir. There is another matter to which I would like to refer, namely the subsistence allowance for eight hours' necessary absence on duty. What I wish to say is that the two mile limit deprives a great lot of men. When they are out on agricultural statistics or other duties they are supposed to come home to their dinner, and just imagine if a man comes home it is two miles to come home to his dinner and two miles back and the greater part of his day's work is interfered with, besides the number of miles it puts on him, so he has either of two alternatives, either to remain without his dinner or to come home for it and put that length of a road on himself.

1986. Does that occur only on the occasion of the collection of the agricultural statistics?—It may, sir; it may occur in many cases. Heretofore, after the 1882 Commission, men got 3/6 a night or 1/- per day allowance as the case might be, irrespective of distance. I had it myself and drew it. Within half a mile of my barrack I drew the 3/6 a night. I had it in my young days. In the station I was in Cork I had a nightly allowance protecting a bailiff, taking turns with the other men in the station, and we had 3/6 each man, within a comparatively short distance of the station. The two miles limit deprives men of these allowances and there are some men that do the agricultural statistics and I understand they do not get a fraction for the work. I would respectfully ask to have the allowance granted as recommended by the 1882 Commission, irrespective of distance.

1987. Because the sub-district is small?—The sub-district is small, but it takes them several days to go, but it falls short of completing the eight hours; and in some cases men are sent on duty and get an order to return at 7½ hours for the purpose of saving the Treasury the cost of the 1/-, at the expense of the men.

1988. The CHAIRMAN.—Let us pass from that. I think we understand that?—Well, to speak of the married men, I say they are not getting anything like the necessary food that would be required by men of their position. Beef or mutton I should say would be a luxury to them. Bacon is seldom seen on their dinner table. As the previous witness, Sergeant Devlin, described it would be almost sarcasm or irony to say that they could have sufficient bacon or mutton for dinner. They have not. I know myself men with large families that are to be pitied; they are living on low fare. It is earnestly to be hoped that it has reached the nadir. If it goes to a lower point I don't know what will be the effect; but it could not be at a much lower point. There is another matter I wish to mention, and that is the cost of living in remote towns sometimes exceeds what I believe it would be in cities, and I find that some articles can be got cheaper even in cities than in these remote places. In Kerry there are an awful lot of isolated stations throughout. I know a good deal of the districts in it, having served a long time in some of them, and I know some of them are very dear. I am in a station at present which I suppose is as dear as any. These men are taken away on detachment duty; for instance, in Ballybunion where I am now there was a man absent for a period of several months, and there are only two men in mess and that raised the mess considerably on the men, because the two men had to pay a servant which three had to pay before.

1989. Mr. HEADLAM.—How often have you been on detachment duty?—Well, I was not myself very often on detachment duty, but the other men. It occurs often. The married men are not taken as often upon it, or anything like it, as the single men.

1990. Once a year would a man go on detachment duty?—It depends on wherever a thing would occur. For years past there was more detachment duty where they were on cattle driving and other things, such as

the Dublin riots, and these things. Kerry was wonderfully reduced by men being away in Connaught during the cattle driving season. One batch would come home and another went to replace them, so it meant the absence of men for a considerable time from the county. There is another point, as regards the constable in charge. Very often a constable is sent in charge of a station and he does the work of the sergeant, and he gets no remuneration whatsoever for it. In Kerry that has occurred in the past, and it is occurring yet, but in the past more frequently than at present. I myself have often been sent when a sergeant was gone on leave, sick or otherwise. I would sometimes happen to be in a station when a sergeant would get sick and I had to go in charge.

1991. The CHAIRMAN.—What is the sergeant's allowance?—Eight and eightpence a month. I think it ought have been given to men by the 1901 Committee, when it was granted to the sergeants for charge allowance.

1992. To cover what—I suppose not so much to cover any extra expenditure as to compensate him for all the responsibility and a little extra duty?—I should think that was the reason.

1993. Mr. STARKIE.—It was given for the increased responsibility, and I can say that the question of a constable being in charge of a station instead of a sergeant was not considered at all?—That is my impression and the general impression, so far as my knowledge goes.

1994. Mr. HEADLAM.—Your contention is that the charge allowance should be given to whoever is in charge, for the time he is in charge?—That is the constables' impression.

1995. Mr. STARKIE.—That was really the intention?—I would respectfully ask for 4/6 a night for a night's absence instead of 3/6.

1996. The CHAIRMAN.—You say you have not been very much latterly on detachment duty yourself?—Not myself, sir. Now, the next point is with regard to men not promoted through no fault of their own, that they got good service pay at 16 years, that is 1/- a week. At 20 I would respectfully suggest that such men ought to get another 1/-.

1997. Well, at what period then would a constable under ordinary circumstances arrive at his maximum—if he got good service pay at 16 what time would he arrive at his maximum in the ordinary way?—In the ordinary way he does not arrive as a rule at present at his maximum until 25 years' service.

1998. But it is proposed by some of the witnesses that his maximum should be shortened, that he should come to his maximum at 15 years?—I am coming to that.

1999. Would you begin by giving a man at 16 years some compensation for not being promoted when you heard that the average period when a man gets his promotion is 18½ years, and a great many do not get it until they are 22 years?—Well, I believe it is about to come down, for all the senior men are nearly done away with except in some few counties.

2000. You see what I mean?—I do, sir. I say the maximum pay that I would suggest for a constable now would be a 12 years' service, for I consider that if he is ever to be a policeman he ought to be well-shaped then.

2001. Then you would give him, if he was not on the road to preferment, good service at two short periods?—Yes.

2002. At sixteen and twenty?—Sixteen and twenty. I would be against what is proposed here by the witness who preceded me, against men going out at 30 years' service, that is its being made compulsory on him to retire. I would be for allowing him to go at 25 as prior to the 1908 Act; but I would not compel him to go at 30, because there are many men who are in very poor circumstances, barely able to exist if they went out with large families unprovided for at that time, and to send them out into the cold world without friends—they are just like modern Ishmaels; every man's hand against them.

2003. Mr. HEADLAM.—You do not think they would be too old for police duty after 30 years' service?—Well, I do not think they are. I am long over it myself, and I can take my turn of duty with some of the present day recruits; I don't know whether I am mentally equal to them or not.

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Constable EDWARD HARMAN examined.

[Continued.]

2004. The CHAIRMAN.—Well, I do not think you are mentally inferior to them; you are not showing it here at any rate?—I now propose, sir, to read for you a list of the prices of the different articles in the scattered places in the County of Kerry, as received from the delegates of the county assembled at Tralee on the 3rd inst.

2005. What periods are to be compared?—1901 and 1914. I will take Ballybunion, a list prepared by myself after full enquiries had been made from the principal traders in the village. Fresh meat was 7d. and now 9d. per lb.; bacon 5½d., now 11d.; potatoes 4d. per stone, now 8d. per stone (part of the year they are much dearer); eggs 7d. per dozen, 1/5 at present; butter 10d. per lb., now 1/3; sugar 2/- per stone, now 2/4; oil 7d. per gallon, now 9d.; coal 28/- per ton, now £2 1s. 8d.; flour 27/- per sack, 33/- at present. In North Kerry turf is very largely used as fuel. In 1901 I bought the turf myself at from 10d. to 1/2 a donkey rail. At present in Ballybunion and Listowel they are 2/6 a donkey rail.

2006. Mr. HEADLAM.—That is a load?—Yes, a load. In Castleisland district fresh meat was 6d. in 1901, and in 1914 1/-; bacon was 6d., now 1/2; potatoes per stone now 8d.; eggs 10d. per dozen, now 1/6; butter 8d. per lb., now 1/3.

2007. What sort of butter?—Well, he has not written it down here.

2008. What do they generally use?—Well, I do not know about Castleisland: I was never stationed in it, and I am not certain; but where I am myself it is 1/3 per lb., and it is from a farmer we get it. Sugar, 1/3 per stone in 1901, now 2/4; oil, 8d. per gallon, now 11d.; coal, 18/- per ton, now 33/6; flour, 1/4 per stone, now 1/11; bread, 2½d. per 2 lb. loaf, and now 3d. Now in Dingle district, bacon was 7d., and is now 1/2; potatoes, 4d., now 9d.; eggs, 1/-, now 1/4; sugar, 1/9 per stone, now 2/4 per stone; butter, 6d., now 1/4; oil, 8d., now 1/-; soap, 3/6 per stone, now 5/6; coal, 19/-, now 30/-; flour, 1/6 per stone, now 2/-; bread, 2½d. per 2 lb. loaf, and now

3½d. If you are satisfied with the number of districts in the county, I am satisfied not to follow up this.

2009. The CHAIRMAN.—I was noticing with regard to those figures which you have just been reading for Dingle that they are very much the same as before?—There is no material difference.

2010. I think what you have given us now are fair indications of the prices in Kerry?—Yes, sir.

2011. Mr. HEADLAM.—Tell us the names of the ones you have not read?—Killarney, Killorglin, and Cahirciveen I have not read; and Kenmare.

2012. Mr. STARKIE.—I suppose prices have gone up in Dingle since the introduction of the railway?—Prices have gone up recently, I understand.

2013. Have they gone up in consequence of the introduction of the railway?—I could not say that.

2014. Before the railway Dingle was an extremely remote place?—I think that was the cause of it.

2015. The CHAIRMAN.—I think it is more where fishermen come in. Where a number of fishermen come in and land their fish, does not that raise the prices there?—I do not know; but visitors come to Dingle. I think the fishing in Dingle in latter years is confined, so far as my knowledge goes, to the men of the locality.

2016. But it has the largest fleet in the south of Ireland?—I am going on 13 years away from it now.

2017. Mr. STARKIE.—Dingle is 30 miles by road from Tralee?—30 miles by road. The difference, I think, in the cost of turf between now and 1901 is to be attributed to the fact of land purchase. The farmers having purchased their lands purchased the bog too, and the old landlords were in the habit of letting bog to a class of people who make a living by selling turf; and what they used to get from the landlord prior to the land purchases for 10/- or less, in many cases they now have to give £3 or £3 10s. That is the complaint of the turf sellers; and going through the country taking statistics and otherwise I get into conversation, and that is the song to me as I go along.

2018. Now the turbary rights belong to the purchasers?—Yes. I think that is all that I have to say.

Constable JOHN BUTLER examined.

2019. The CHAIRMAN.—You are stationed at Lady Lane, Waterford?—Yes.

2020. What service have you?—17 years and 5 months.

2021. How long have you been at your present station?—10 years last October.

2022. And how long have you been in the county?—That is the same length.

2023. And what county did you serve in before you came to Waterford?—Wexford County.

2024. So all your service is in the two counties?—Yes, sir.

2025. What age were you when you joined?—20 years and 4 months.

2026. Are you a married man?—Yes, sir.

2027. With a family?—Three children.

2028. Are you living in barrack?—No, sir.

2029. And what rent do you pay for your house?—4/6 per week.

2030. Now you represent the views of whom?—Of the constables in Waterford City.

2031. And I suppose you have drawn up in a certain order, after consulting them, what you want to present to us as their views?—Yes, sir.

2032. Then just go and read it for yourself?—Well, we request an increase of pay equal to the increased cost of living at the present time in the city. I have here a list of the average prices of the different articles required as household necessities, which shows the increases between the years 1901 and 1914.

2033. Just let us have these; but where did you derive this information from?—I went round the city, and collected the prices myself, sir.

2034. From whom?—From traders and employers and others who could give me information. In 1901 house rent was 4/2 a week and in 1914 5/6.

2035. Mr. HEADLAM.—For the same sort of house?—Yes.

2036. What sort of a house would that be—would it be a house of 4 rooms?—Generally, 4 rooms: small. Paraffin per gallon was 6d. in 1901, and in 1914, 11d.; soap, per stone, 3/6 in 1901, now 4/1; bread, per 2 lb. loaf, 2½d. in 1901, now 3½d.; flour, 1/5 in 1901, now 1/10; oatmeal, per stone, 1/6 in 1901, now 2/4; potatoes, per stone, 6d. in 1901, now 8d.; vegetables, what you could purchase then for 1/6 is now 2/6; tea, per lb., 2/-, now 2/4; sugar, per stone, 2/-, now 2/4; milk, per quart, 2d., now 3d.; butter, per lb., 1/-, now 1/4; cheese, per lb., 8d., now 10d.; eggs, per doz., 10d., now 1/6; jam, per 2 lb. pot, strawberry, 9½d., now 10½d.; raspberry, 9½d., now 10½d.; gooseberry, 6d., now 7d.; currant, 9½d., now 10½d.; currants, per lb., 2½d., now 3½d.; raisins, per lb., 4d., now 6d.; beef, per lb., 7d., now 9d.; mutton, per lb., 7d., now 9d.; Irish bacon, 9d., now 1/2 (that is for rashers, and there is scarcely any other bacon sold in Waterford); pork, 7d., and now 11d. Clothing has increased by 25 per cent., and boots by 42.85, I believe. The foregoing 26 articles show a general increase of over 37 per cent. I have also a list showing the increases granted to tradesmen during the years from 1901 to 1914. Carpenters, masons and bricklayers had £1 10s. in 1901, and on the 1st of May, by mutual arrangement, they are to have £1 16s. per week. Dockers had 13/- per week in 1901, and now £1 10s.; drapers' assistants, indoor, £46, and now £62; outdoor, £60, and now £90.

2037. The CHAIRMAN.—About dockers—what do you say?—They were drawing 13/- in 1901, and now they have £1 10s. per week.

2038. Is it the same class of men, and are they working in exactly the same way?—Well, they have better conditions of work now.

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Constable JOHN BUTLER examined.

[Continued.]

2039. I mean, were they working by the day in 1901?—No; by the week.

2040. Were they working by time?—Yes; they were working a six days' week then. Now, their limit is 50 hours per week. Anything over that is 6d. an hour overtime.

2041. But are they working still by time except the overtime; is it a week of 50 hours that they have got?—A week of 50 hours.

2042. Is it not on tonnage?—I mean they are able to make £1 10s.

2043. In 1901 they were working by the week?—Yes.

2044. Now they are working by the time?—Yes.

2045. It is necessary to explain that, because one could not quite understand it otherwise—that they would jump from 13/- to 30/-?—Well, then, during the strikes in Dublin there was a considerable increase of shipping in Waterford owing to the strike in Dublin, and some of them made as much as £2 7s. 6d. a week in Waterford during those few months.

2046. Mr. STARKIE.—Are the men engaged in lifting cargo from the ships?—Yes; unloading and loading ships.

2047. They are paid so much a ton, are they not?—That is their average weekly pay.

2048. They are casual labourers?—There is casual labour besides the ordinary labour. The casual labourer is employed at the rate of 6d. per hour; he has no fixed weekly wage.

2049. The CHAIRMAN.—Regular men are employed in gangs?—They have what they call a stevedore over them. The daily pay in the year 1910 of the labourers in Messrs. Graves and Company's timber yard was 2/2; in 1914, it is 2/10, an increase of 30 per cent. Now I have also a list of the weekly expenses of myself and family, £1 9s. 1d. per week. That neither includes eggs nor rashers for myself or family as I cannot afford to buy them.

2050. Mr. HEADLAM.—It includes meat, does it?—Yes; but not eggs or rashers. My gross weekly pay and allowances amount to £1 10s. 8d.; weekly balance, 1/7, out of which I have to provide for myself, wife and three children the following necessary articles—boots, clothing, shirts, underwear, the replacing of furniture, and cooking utensils, and expenses incurred during illness.

2051. The CHAIRMAN.—Well, of course, you are spending a great deal more than the pay you receive?—Well, I mend all my own boots and my children's boots; I make my own uniform; my wife makes all the children's clothes and her own clothes, so that, of course, helps us on. Well, we ask that the constable reach his maximum pay at 12 years' service, with good service pay at 16 years' service—that is, to men who through no fault of their own do not get promotion.

2052. Mr. HEADLAM.—What do you mean exactly by no fault of their own—do you mean that they are not qualified?—There is a certain percentage of men who can never expect to get promoted. I believe. Every man joining cannot get promotion.

2053. The CHAIRMAN.—You do not mean that they are not sufficiently well conducted?—No; but the vacancies would not be enough, and somebody must come to the wall; and men, perhaps not through their own fault, have to be passed over.

2054. Mr. STARKIE.—The man at 16 years' service would not know whether he was going to get promotion or not?—Well, I am going to put forward a suggestion that a general list should be kept at headquarters, from which all promotions should be made.

2055. Mr. HEADLAM.—Instead of confining it to the particular county?—Yes; a man then at 16 years' service would be in a position, I believe, to know if he was going to get promotion.

2056. What is the average of service for promotion to acting-sergeant in Waterford?—A Waterford man has over 20 years.

2057. The CHAIRMAN.—Not a "P" man?—No; we say that the "P" list should be abolished, and this general list substituted.

2058. Do you agree that the general list should be reached by competition?—No.

2059. One witness said that the general list should be reached by competition?—I do not agree with him about that. I say it should be left to the discretion of the county inspector to examine the men who come forward, and that he should submit the names of the men whom he considers eligible for promotion to headquarters, where the list would be kept, and each man as it reaches his turn get promotion off that list, and not as it is now in vogue, a different system in every county.

2060. Mr. HEADLAM.—That would mean a good deal of transfers, would it not, as a vacancy might occur in some county far away?—Well, it would, I am sure, for a couple or three years, but after that it would settle down, and be practically the one thing all over. We also ask that our lodging allowance be increased to £15 per annum, and our boot allowance to be increased by at least £1. We ask that our pensions be calculated on pay and allowances—to be struck on the rate of pay and allowances to which men are entitled at date of retirement; and that the allowance for fuel and light be increased to such a sum as would cover the actual expenditure, or at least double what it is now.

2061. The CHAIRMAN.—Now, you are counting the entire consumption in the barrack, that is, for day room and kitchen?—The necessary amount of coal that would be burned in the barrack.

2062. But that is in the day room and kitchen. We were asking yesterday what the fuel was for, and we were told that it was for the day room and kitchen, and naturally the two things are combined. I mean that it is burned in common—the coal that comes in is burned in common in the kitchen and day room?—That is so. In Lady Lane Station, that I come from, we have six troop horses, and the water to heat the bran and other stuff for those horses is prepared at the range in the kitchen, and it would not be fair to expect the men in mess to pay for that. Although they have an allowance of double the amount during the winter months at that particular station, still it costs each man in mess 5d. per week extra for extra fuel and light, notwithstanding that the double allowance is given.

2063. Mr. HEADLAM.—How many men are there in that station?—Generally, 30 or 31, all told.

2064. How many sergeants?—Eight presently.

2065. As many as that?—That is including mounted sergeants and county inspectors' clerks.

2066. The CHAIRMAN.—There are 31 constables?—No; the average is about 21; and sometimes it may be down to 18 and up to 22.

2067. How many duty sergeants?—Well, take two county inspectors' clerks, who hold the rank of sergeant, and two mounted sergeants.

2068. That is four?—That is four; and then there is a mounted acting-sergeant also.

2069. Five?—An acting-sergeant in the office also.

2070. Six?—Well, then, there are 8 sergeants and 3 acting sergeants presently in the station, which leaves 5 working sergeants.

2071. Mr. STARKIE.—How many working constables are there?—Twenty.

2072. The CHAIRMAN.—We left off at the fuel. What is your next point?—As regards rent in Waterford, the average, which is about 5/9, does not exactly represent the present conditions, as some of the men in the city have occupied the same house for 10 years or more, and in the event of these men being transferred and another constable wanting to get his house, the rent on the incoming tenant would be increased by 1/- to 1/6 per week. There is one such case occurred recently, and the man concerned is a witness at this inquiry, namely, Acting-Sergeant Grady, and he will be able to tell you more, if necessary, of the transaction. I know of another man who is looking out for a house since the month of October last, when he was transferred to the city from an out-station. He cannot get one, and he had to take rooms at 6/6 per week. The police are debarred from occupying Corporation houses in Waterford.

2073. Mr. HEADLAM.—By the rules of the Corporation?—Yes; as they are mainly built for the artisan class. The class of houses occupied by the police are of an inferior type, and not such as they would wish to occupy if their means would allow it. They are generally small houses, with four apartments, without any water in, or any flush closets attached. They have to pay for cleaning out the ashes and other collections from the ashpit once a month.

2074. By the Corporation?—They have to pay themselves; they have to pay privately.

2075. The CHAIRMAN.—To have the ashpit cleaned out?—Yes.

2076. Mr. HEADLAM.—The Corporation does not do it?—No; and there is no means of getting to the ash-pits in the majority of houses, and the way they have to be cleaned out is to get a man with a handbarrow bringing it out through the front hall of the house into the street, and putting it into a cart and taking it away.

2077. Do you pay rates for your house?—No.

2078. The CHAIRMAN.—The landlord does?—The landlord does.

2079. Mr. HEADLAM.—Is Waterford a growing city or a declining one?—Well, it is more or less at a standstill as regards the population.

2080. And there is no building of fresh houses?—There is; but they are knocking down a lot of old slums, and building on the site occupied by the old slums.

2081. So there is rather a demand for houses than too many houses for the people?—The class of house the police now have to take is this—that for every one that becomes vacant there are at least 20 applicants.

2082. The CHAIRMAN.—You said this man transferred some months ago to Waterford cannot get a house at all?—A week before I came up he had engaged rooms at 6/6.

2083. Mr. STARKIE.—Are the Corporation buildings solely occupied by artisans?—And labourers, and such as carpenters and masons, and of that class and dock labourers. I was speaking about the position of a policeman. It is hard for an ex-policeman to procure any employment in civil life in Waterford, as any position of monetary value, as it become vacant, is usually filled by a local man or his son, who are invariably members of trades unions or similar societies, who can command local influence, to the detriment of the ex-policeman. Another reason which greatly militates against an ex-policeman is his age on retirement.

2084. Mr. HEADLAM.—What age is that usually?—Well a man who joined since 1908 must reach the age of 50 before he can retire on full pension.

2085. Mr. STARKIE.—It will take him some time to do that?—Oh, yes, it will; but that is the existing regulation at present. Of course, for men who joined before the 1908 Act it is optional with them to go at 25 years' service, but they would go at the original rate of pay.

2086. Mr. HEADLAM.—That would leave him about 45 when he retires if he joined before 1908. You say the age at which they retire militates against their employment?—Yes.

2087. I am trying to get exactly at the age. Which age militates against their getting employment—is it 45?—No, the older age.

2088. But that does not take effect except in the case of the people who joined after 1908?—That is right.

2089. Then there have not been any people retiring at that age?—There could not possibly be.

2090. Then what exactly do you mean?

2091. Mr. STARKIE.—The Act of 1908 makes it compulsory that a man should serve 30 years and be 50 years of age to get the benefit of the Act; if he joined since 1908 he has no choice in the matter?—Yes, and that is one of the grievances now existing, and we ask that that should be repealed, and the matter left as it formerly was, leaving it optional with the man to go at 25 years' service.

2092. The CHAIRMAN.—Even without the increase of pay?—Yes, because it would be a great benefit in some

cases; as, for instance, a man that would have 25 years' service might be lucky enough to get a good position, whereas if he had served on until 30 years that chance would have passed him by and he could not have availed of it.

2093. As far as I can make out this could not occur until 1933?—Well, it is the presently existing regulation for any man who joined since 1908, and I am putting forward their grievances now on their behalf. Of course, it won't apply to me or to men who have joined before that.

2094. The first man who would be affected by it would be in 1933?—Not necessarily so, because, take myself now, before I would be entitled to the full benefit of my pension as it now stands I should be 50 years of age.

2095. I know that; but you started by saying that you preferred to have permission to retire at 25 years' service even although you would not receive the maximum pension that was obtainable?—That is so.

2096. You perceive what I mean?—Yes, sir. And the people generally say that his employers should have given him a pension sufficiently large to enable him to live without competing in the labour market, and therefore the ex-policeman in Waterford must take up such situations as he would not dream of accepting prior to joining the police.

2097. What sort of situations would he take?—Night watchman is practically the only thing he could get now, and it is very hard on a man after serving 30 years to have to turn out and remain out all night.

2098. Mr. STARKIE.—Do they ever get insurance agencies?—Yes; but if they do they have what is called to buy the book, and the majority of pensioners are not able to afford to do that.

2099. What would they have to pay for it?—Well, I have known books myself to run between £20 and £50, for the goodwill of the previous holder of the book.

2100. Do they ever get house agencies?—Yes, they have, or a few of them have, house agencies.

2101. Mr. HEADLAM.—I don't think the position of night watchman is an uncommon one in England to be held by an ex-policeman. I believe they generally prefer to get an ex-policeman?—Yes, but I have stated that a young man when he joins would not have accepted that.

2102. But then he has got a pension as well and he might find it easier to take it on that account?—He has to take it if he has a wife and children.

2103. I think in England ex-policemen are glad to get these places as night watchmen?—They may be of more value to them than they would be here.

2104. The conditions may be different?—Yes.

2105. The CHAIRMAN.—Now go on?—Well, now, I have to bring a matter to your knowledge which happened the other day. I had a conversation with a young man the other day. I asked him would he join our police (he would be a most suitable candidate for the police) and the reply I got from him was that no young man would join the R.I.C., owing to the smallness of the pay, and that he had already communicated with the Cardiff Police where as a recruit he would receive as much pay as an R.I.C. constable of over 25 years' service, and that he would be able to come home on his annual holidays for cheaper than if stationed in some parts of Ireland, and that his work would not be so varied, but would be confined to police work alone. That is the answer I got from the young man.

2106. Mr. HEADLAM.—What other occupations are available for young men in Waterford—you know the sort of men that used to join the police, what would they do now, would they become drapers' assistants or join the railway or emigrate?—Well, they generally try for the Post Office or some position like that if they can; otherwise they clear away to the Colonies.

2107. The CHAIRMAN.—Now, constable, you can go on?—Well, I have the expenditure of a single man between four and seven years' service. There is no use in going over the items.

2108. Let us know just what it is in bulk?—For necessities of life, 15/4½ per week. Total weekly income £1 1s. 7d. Total on hands at end of year £16 7s. 2d., out of which he has to provide himself

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Constable JOHN BUTLER examined.

[Continued.]

with everything outside the bare necessities of life, such as food. That yearly account amounts to £11 17s. 6½d., leaving him a balance on hand of £4 9s. 7½d. with which to go on leave and any little enjoyment which he can afford by the year. I have other lists here too, but they are simply a repetition of what you have heard over and over again, and I do not suppose it is necessary to give them.

2109. Mr. HEADLAM.—You put your claim chiefly on the ground of the increased cost of living?—Yes.

2110. And the standard of living too?—Well, more or less on the standard of living, because our regulations compel us to live up to a certain standard.

2111. You think the standard has gone up in Waterford?—It has.

Constable THOMAS LEYDEN examined.

2115. The CHAIRMAN.—You are stationed at Ballinrobe, County Mayo?—Yes, sir.

2116. How long have you been there?—Ten years, sir.

2117. What is your service altogether?—Thirty-two years.

2118. What other counties have you served in?—Waterford, I think, only two years, and 30 years in the County Mayo.

2119. Different parts of Mayo?—Different parts of Mayo.

2120. East and West?—All parts of it, that is when I was a single man; but since I got married I am confined mostly to one part.

2121. What is your native place?—Sligo.

2122. You are a married man?—A married man.

2123. With a family?—A family of six and myself and wife, eight all told. There is presently one away, which I will explain.

2124. Are you living in barracks?—No, sir.

2125. What do you pay for your house in Ballinrobe?—A little over £10; I pay £10 4s.

2126. What is the age of your eldest child?—The age of my eldest boy is 17½, and the youngest is a little over three years.

2127. Is the eldest boy doing for himself?—Well, he is at school. I will tell you later on.

2128. Well, I suppose Ballinrobe is a fair sample of the County Mayo as to the price of commodities?—The same, Sir David.

2129. It is not too dear?—It is not too dear, it is just the same. I have the average of the whole county here, and I think it is quite sufficient for me to read.

2130. Whom do you represent here?—The constables of the County Mayo.

2131. Let us know what they have sent you here to say?—The first thing they have sent me here about is to get a substantial increase in pay and allowances, and my reason for that is owing to the increased cost of living; and secondly a substantial increase as regards pension, and pension to be calculated on pay and allowances, as in the commissioned ranks, and that when a constable is placed in charge of a station in the absence of the sergeant he should get a charge allowance; and that a constable of 16 years' service should get good service pay if not through any fault of his own he is not promoted at 20 that he should get the same, and that those allowances you have heard about, such as subsistence allowance, should be substantially increased. I know of my own knowledge they are not sufficient to maintain a man at all.

2132. I suppose you go occasionally on detachment duty?—I do, often; mostly once a month, to Castlebar Sessions, and others throughout the county.

2133. That would not be detachment duty. You do not do any out of your own county?—Out of my own county, I did not for a number of years.

2134. But when you go to Castlebar Sessions what does it cost you a night?—It costs me 4/6 and more. Ten years ago when I used to go I used to get my dinner for 1/-, and now I pay 1/6. That occurred to me in the last month. Now, this is a list of the various articles which I summarised myself. From the seven

2112. Mr. STARKIE.—Are there many constables in Waterford under eight years' service?—There are a good many of them.

2113. Are they in favour of doing away with the "P" list examination?—They are; but there are a couple presently that are on for going away to the Colonies, a couple of young men. And I am asked to put forward a proposition that any legislation with regard to this Inquiry should be as speedy as possible.

2114. The CHAIRMAN.—You must look to other people for that, but we wish to make the Inquiry as speedy as possible; and we thank you for your evidence.

districts of the county I got lists, but from my own I took it out of the pass-book which I have in my possession giving the various articles. I did not go near the shopkeepers for them. Now, this is from 1901 to 1914, and I will give the various prices. Flour per stone was 1/2, and is now 1/10; whole flour 1/3, now 1/8; oatmeal 1/5, now 1/10; sugar 2/-, now 2/6 per stone; tea 2/4, now 2/8; Irish bacon, per lb., 7d., now 1/-; American bacon, 3½d., now 9d.; butter, per lb., 8d., now 1/4; soap, 2½d., now 3½d.; candles remain unchanged; coal, per cwt., 11d., now 1/10; paraffin oil per gallon 8d., now 11d.; loaf bread 4½d., per 4lb. loaf, now 5½d.; eggs, the dozen, 5d., now 1/6; mutton per lb. 7d., now 9d.; beef 7d., now 9d.; geese 2/-, now 4/-; turf per load 3/-, now 7/6; milk per quart 2d., now 3d.; fish (ling, that is dried fish, there is no other fish to be got there, 3½d. per lb., now 5d.; jam 4d., now 6d.; potatoes per stone 3½d., now 5d.; turkeys, 3/-, now 10/-, I know that of my own knowledge, because there is a weekly market there. Now, as regards clothes, a suit of plain clothes that a man got for £2 in 1901, now he pays £2 6s.; boots that were 12/- now cost 16/-.

2135. Mr. HEADLAM.—What sort of boots are those, machine made?—No, hand made. I have a pair myself that I paid 16/- for. I have them four months and I half-soled them myself for 1/6. If I had to pay a man to do it, it would cost me £1 inside of six months.

2136. How long will that last you?—I think a month or two. I get two pairs of boots in the year. That is all I have to say as regards the general list. Now I will give you the account of my family expenses for one month.

2137. The CHAIRMAN.—Very well?—I will give you the bulk sums or details as you wish. The gross pay which I receive every month taking all allowances is £6 11s., while my expenditure is £8 19s. 10d., leaving me a balance of debt of £2 8s. 10d.

2138. Mr. HEADLAM.—How long is that going on?—It has been going on for the last six years and more. Six years is as far as I went back for it. It is often times more in a month and often times something less, perhaps. Now, there is one article particularly, bacon and beef, of which I get only 39 lbs. It is a very painful thing to have to say. That leaves me a pound and a half per day to divide among eight. Myself takes half a pound of that, and there is not an eighth of a pound for the rest, seven, to get after that, a small bit, you could not see it. Butter, 7 lbs. for the month for a family of eight, barely not four ounces a day per head.

2139. Have you got any creameries in that country?—No creameries at all, sir, no creameries in Mayo. The land was practically all grazing up to the last three years. Now it has been sub-divided up by the Congested Districts Board.

2140. The CHAIRMAN.—There is a fine creamery at Ballaghaderreen?—But Ballaghaderreen is not in it at the present time. I am talking of Ballinrobe. Ballaghaderreen is in Roscommon for administrative purposes.

2141. Mr. STARKIE.—That is since 1898?—Yes. Now, these are the two principal items that I wish to bring

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Constable THOMAS LEYDEN examined.

[Continued.]

under your notice to show you that it is not fit to sustain a man. The next question you would ask me is how I have to meet this £2 10s. 8d. in excess of the amount.

2142. The CHAIRMAN.—Yes?—Well, in my young days I didn't marry until I had 12 years' service, and then I had some money saved which helped me on up to lately. I was stationed out in Kilmaine Rural District and in order to get my children educated I applied and got to Ballinrobe, as I was not able to purchase bicycles, as other men were, where there is not a secondary school there. Two boys are going to the Christian Brothers' school. One of them has taken exhibitions and prizes, which assists me on more or less. The eldest boy, who I stated is 17½ years, had taken a scholarship which keeps him in Galway College for three years. The second boy has taken a prize also in that school. Now, as Mr. Starkie is well aware, in the case of these prizes and exhibitions we receive no money from them; we do not get the money: it is for the education of the children. Any money received goes for their education; it is for books and education. That assisted me on up to lately. Then I pay school fees. I have another boy going to school that I pay 5/6 a month for to the Christian Brothers. They have got no aid from the State at all. Then there is a collection which I have to pay also, and I have a list in my hands to show these things collected from a general public. That will show that my present pay is not sufficient to maintain myself and my family. Now, in 1901 the articles were not quite up to the present price, and I could just live on them barely. That is all, as far as that is concerned, that I have to put before you. Now, having 32 years' service, if I have to go on pension I do not know where to go, because I have no place to go. None of the children are provided for, and I am striving to keep on as long as I can, and as the authorities allow me to remain. If they compel me to retire it would be a great hardship.

2143. Mr. HEADLAM.—How long have you got to stay on?—I might go any time; it is not laid down but the authorities at any time might call on me to go, not being competent to discharge the duty. If I go out I have only £48.

2144. The CHAIRMAN.—And no prospect of anything else?—Not the slightest prospect. I will give a very few illustrations. I think Mr. Starkie will remember an occasion when a head constable went up for the position of Clerk of Petty Sessions. There was an election several times with the result that the head constable and another, a civilian, tied in each case. At last the Resident Magistrate (I don't know who he

was as Chairman) declined to vote, and therefore that gave the civilian the Clerkship of Petty Sessions. I think you were there, Mr. Starkie, as Chairman.

2145. Mr. STARKIE.—Yes, I was there?—The same thing occurred on the 27th January where a sergeant went in for Clerk of Petty Sessions. Three elections had taken place, and the last time the sergeant got 10 votes and the other man got all. That is to show how hard it is to get anything in Ballinrobe. Well, in the sub-district and Ballinrobe there are fourteen pensioners, none holding any tack in it except one working at some clerkship in a mill.

2146. The CHAIRMAN.—Are there no positions under the Congested Districts Board?—No, sir.

2147. Caretakers?—There is not anything of that sort in it.

2148. They have not any person as caretaker?—There are not any persons in it. I am knocking about the country for 30 years and I never heard of any position except two, and they are tacks I would not take, and that is bailiffs.

2149. Mr. STARKIE.—There are some large land-lords in the neighbourhood of Ballinrobe?—There are.

2150. Do they employ pensioners?—They do not. There is not a pensioner employed except one, and he is in a mill, getting 10/- a week for some clerkship. There is one of them that has a large pension, a pension of £62 a year, and he is not so badly off.

2150A. He joined a long time ago?—Yes.

2151. Mr. HEADLAM.—What pension would he get?—If I retired at 30 years' service, £48 10s. 8d.

2152. How much are you getting now?—£72 16s. 8d. That does not include lodging allowance.

2153. The CHAIRMAN.—Have you anything else to say?—As regards recruiting I have something to say. There was one man, a recruit named Walsh, who was passed first class. He was called to proceed to Dublin, and after being placed on the books first class this young man of the name of Walsh did not go to Castlebar to proceed to Dublin, and I was sent out next morning to know the reason why he did not proceed when he got the route and the usual necessities for him to go, and I went out the next morning to find out why he did not go to Castlebar to proceed to Dublin, and he showed me a letter from a sister in America stating that she would pay his passage, and for him to go to her. I know that in another case a young man twice at the County Inspector's office in Castlebar failed to pass on each occasion for this examination. I think there is nothing else that I would wish to bring under your notice.

Sergeant PHILIP GUNN examined.

2154. The CHAIRMAN.—You are in the Belfast Force and you are stationed at Musgrave Street?—I am, sir.

2155. How long have you been in Belfast?—I have been 20 years and a few months.

2156. Were you promoted there?—Yes, sir.

2157. What is your service altogether?—It is 28 years and two months.

2158. What is your native place?—Fermanagh.

2159. Are you a married man?—I am, sir.

2160. What family?—Four.

2161. What ages are these, are they doing for themselves?—Oh, not at all. I was a little late getting married, and the eldest is six and the youngest about two.

2162. Now, what are you paying for your house?—Well, I am pretty fortunate with regard to my house in Belfast. I happened to get a house fairly cheap, and I got it for £15. You would pay £19 for it if it was on the opposite side of the street. It is beside a bottle works; there is a bottle works at the end, and that is the reason I got it at £15. They work all night in the bottle house and people of nervous disposition could not sleep very well, and so on account of that I took it, but now if I was taking it, it would be £1 more, because rents have gone up and if any new tenant comes in he has to pay £1 or £2 more according to the size of the house.

2163. What accommodation has it?—It is a very good house. I have a kitchen, a parlour below stairs, and a small room, a sitting room, and a parlour and scullery, and then two rooms on the first floor and two attics. We use them more for lumber than anything else.

2164. Mr. STARKIE.—Is there a full water supply and bath room?—Yes, hot and cold water. Once you go over £17 in Belfast there is a bath with hot and cold water, and if you removed to the other side of the street you would pay £19 for a similar house.

2165. The CHAIRMAN.—Now, you come here to represent the views of whom?—Of the sergeants and acting sergeants of Belfast.

2166. And perhaps you would just go on and tell us in the way you have taken it down yourself, what you desire to say?—Well, first, they sent me here to ask that the maximum pay of a sergeant be increased from its present amount by £34. I will give you the reason I ask for that £34 later on. They ask that it should be increased from £53 4s. 6d. to £117 5s. 9d. Well, I may say that our request for increased pay is due to no feelings of pride or caprice on our part. It is from sheer necessity. No doubt the unmarried man is able to live fairly comfortably, but he has very little to spare. Once he marries his life may be said to be a constant battle with poverty, and as time goes on the

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Sergeant PHILIP GUNN examined.

[Continued.]

struggle becomes keener, until at the present time he can hardly make ends meet. To illustrate what I mean, a sergeant has, say, four children, and that is about the average; it is what I have myself. The total of his pay for the month is £8 3s. 2d., allowances and all included. He pays for rent, coal, gas, and insurance £2 16s. 4d., leaving a balance of £5 6s. 10d., or 7d. per head for a 30 day month for food, clothes, boots, school fees, church expenses, and repairing of household furniture, and all other little odds and ends that crop up in a household.

2167. What do you pay for insurance?—In Belfast we are at a disadvantage as regards burial. We pay mostly to a burial fund; some have their lives insured for £100, so that that insurance would mature in 20 or 30 years, and in addition to that he has to insure his wife and children, say 2d. or 3d. a week, because if he did not pay that the children would have to be buried by the Board of Guardians in a pauper's grave.

2168. He has his life insured as well as the insurance in a benefit society?—It is not a benefit society, it is an ordinary insurance company like the Palatine.

2169. Mr. HEADLAM.—What are the school fees?—A good many of them send their children to the Christian Brothers' schools, and a good many to the National schools.

2170. There are no fees there?—There are no school fees, but there is what is called a coal fund, and they have to pay for coal and the coal fund has to be kept up in the winter months, and usually there is a subscription of 1d. a week to the coal fund to heat the school in the winter months.

2171. Is that in any ordinary National school?—So I understand, in Belfast. I know it is so in the one I am sending my boy to. Shall I trouble you with these figures that Head Constable Molseed gave to you?

2172. The CHAIRMAN.—He gave them pretty fully?—If you wish me to repeat them I can do so, but I do not think it is necessary, as they would be the same figures repeated again; but if you wish I will.

2173. No; it is not like as if men were giving evidence individually, as it is already on the notes?—But I would like you to bear with me a little on these figures. I read the report of the 1901 Committee and I saw that the Belfast Police Force was compared by members of the Committee with Forces in towns in England and Great Britain, and they took a certain number of towns, Manchester, Newcastle, Bristol, Edinburgh, Lincoln, Bradford, Cardiff, Sheffield, and Liverpool. Now, the average pay of a sergeant at the present moment in all these towns taken together is £117 5s. 9d. Now, a Belfast sergeant has a maximum pay of £83 4s.

2174. Mr. HEADLAM.—How many sergeants are there in Cardiff as compared with the sergeants in Belfast?—I could not give you the figures, but I can get them for you.

2175. Mr. STARKIE.—I think Belfast was compared with Glasgow?—Well, Glasgow is even higher than this.

2176. Do you mean at that time?—I could not say at that time, but I know it is at the present time.

2177. It was compared, of course, with Glasgow at that time?—A Glasgow sergeant at the present time has 44/- a week, while the Belfast sergeant has only 32/-.

2178. The report stated that "in Glasgow, a larger city than Belfast, but somewhat of the same character, an Inspector's maximum pay after ten years' service in the rank is 43/2 per week, a sergeant's maximum pay is 34/7, and a constable's maximum pay 29/11 per week; that is in each case after the deduction for superannuation. Boot money is included in the pay." It was with Glasgow that Belfast was mainly compared?—Well, in Glasgow the police sergeant at the present time is getting 44/6.

2179. The CHAIRMAN.—Is that the maximum?—The maximum pay of a sergeant after, I think, five years in the rank.

2180. Mr. HEADLAM.—There seems to be 153 sergeants in Glasgow and 191 in Belfast?—That is about right, sir.

2181. 1,691 constables in Glasgow and 1,036 in Belfast. Is that right?—Not so many.

2182. How many constables are there do you know in Belfast now?—I think if you take 186 from the total of that you would find that the remainder would be constables.

2183. The CHAIRMAN.—There are 733 of an extra Force?

2184. The Inspector-General.—And 500 of the Free Force.

2185. The CHAIRMAN.—That is 1,233 sergeants, acting sergeants and constables?—Taking the average of these towns in Great Britain, I did not like to go to Glasgow, because it seems so much higher, but I thought I would take the average just. The average cost of living in these places is shown by the Board of Trade returns, and taking Loudon as the standard at 100, it is 90, while Belfast is 92. Thus, although the average sergeant in those towns draws £34 1s 9d. more than the Belfast sergeant, he can live 2 per cent. cheaper. It can hardly be said, therefore, that we are getting what we may call our market value as policemen. Well, it has been sometimes said that the policemen in Great Britain or in the Dublin Metropolitan Police here, perform eight or nine hours' duty per day, and that we only perform six hours' duty; but I respectfully submit that there is no body of men whose services are so much availed of by their employers as ours are. In other Forces the policeman is a free man when he has performed his turn of duty, and he dresses in plain clothes, and is to all intents and purposes a civilian until his turn arrives next day.

2186. Mr. HEADLAM.—How do you know that?—I have been over among them for a fortnight or three weeks. I was in Harrogate and I met them from all parts of Great Britain, and sitting round this is what they told me.

2187. They are not liable to be called up after hours?—If they do they get extra pay for it; but one of our men from the day he joins till he leaves is never free, and even after his six hours day he is kept in barracks, with certain modifications, every day.

2188. This is Belfast, not Ireland generally?—The same regulations apply to Belfast as a rule that apply to the country with regard to us. He is kept in after his day till 10 p.m. at night, and then he is locked up and cannot leave the barracks until 7 o'clock next morning. This sense of restriction is always present and the irksomeness of it is often trying. Many men would rather perform longer hours of duty if they got their freedom afterwards. I make this statement, not as a complaint, but merely to show that our conditions are less pleasant than those of other Forces, and also that life in the R.I.C. is more exacting than in any other Police Force I know of. Head Constable Molseed gave you a fair return of the average duty performed by a constable in Belfast, but he omitted to state that during the summer months nearly every evening, at least four evenings in the week, we are confined to barracks from six o'clock to half-past ten and eleven, ready to turn out at a moment's notice, with belt and baton on, ready to turn out just in charge of a sergeant or head constable as the case might be, and there is a man constantly at the telephone waiting for orders that we may be called upon to turn out, because when party feeling runs high there we could not tell when our services might be required at any point in the city. I am not complaining, but I merely want to show you that our work is as hard, if not harder, than that in any other town of the United Kingdom. Well, now, as regards leave, it is said that we get 30 days leave each year; but that is not a right it is an indulgence, and it can only be granted when the exigencies of the service permit. A policeman in Great Britain has one day off in the week as a right, and in most places he gets 14 days continuous as a right. Then our pensions are not adequate, because if we could get any kind of remunerative employment when we leave the police our complaints might not be so keen or we might not be so badly off. For instance, I know a head constable who, although he is a very respectable man and intelligent and energetic, and bore a splendid character in our Police Service,

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Sergeant PHILIP GUNN examined.

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is as I know at the present time earning 15/- a week; it is not more. In the morning he has to go into a place called the Queen's Arcade in Belfast, and he has to open the shops there (some high class shops) sweep them out, clean the brasses of the doors and clean the windows, and have them ready for people to start business at 9 o'clock in the morning, and after that he is available to run messages. If a shop girl wants a ½d. worth of milk or a penny bun or anything they usually send him for it.

2189. The CHAIRMAN.—What does he get for that?—Fifteen shillings a week. And now I know others employed as messengers to solicitors. They have to arrive in the morning and clean out the office before the Solicitor arrives. And there are some employed at the Theatres as door keepers, and they have to sell programmes to the audience, and they are paid according to the amount of programmes they sell, and they try to sell as many programmes as they can. And then there are others employed at picture houses. A lot of them get employment at the new picture houses, and they stand at the doors in the slums when people are coming in there, mill girls and factory hands of that class rushing in, and they have to keep order amongst them at the door.

2190. Mr. HEADLAM.—And what do they get for that?—One man I know earns 15/- per week at that, and they are bringing it down now because of the competition of our pensioners for that, and I heard they were reducing it this last six months to 12/-.

2191. Are there any pensioners there in Government offices?—None, sir. I know a policeman that did very hard work at Christmas, acting in carrying letters as an extra postman, and I saw him carrying a postman's bag around. He was a constable on pension. Another effect it has is that it militates against recruiting in Belfast, because a well known head constable may be seen to-day discharging very important duties to the public, and to-morrow after he goes out on pension he may be seen at an occupation that very few people would take up, and the consequence is that our service is not looked upon with very much favour by the average respectable young man there.

District Inspector GEORGE ROSS examined.

2196. The CHAIRMAN.—You are stationed in the City of Belfast?—Yes, "C," Belfast; the Districts are known as A., B., C., D., E., F.

2197. How long have you been there?—Three and a half years.

2198. Where did you serve before that?—I served in Cork East, in Cork City, in Limerick, again in Cork East, Cork City, in Dublin at the Depot, in Roscommon at Castlereagh, and now at Belfast.

2199. What service have you?—I will have 25 years' service on the 28th of August next.

2200. Well, Mr. Ross, would you kindly let us know, just in the order in which you care to take it yourself, what you think will assist us in our business here?—Yes, sir. Well, with regard to the Force generally, I take from the half-yearly list for the year 1913 the resignations that took place during that year, and I find that they numbered 255.

2201. Mr. HEADLAM.—In Belfast?—No, in the whole Force, and on this morning I obtained from Mr. Metcalfe the resignations of the year 1901, when the last Inquiry was held, and I find that they numbered 116. In Belfast there is a fixed strength of 28 head constables and 1,255 sergeants and constables.

2202. How many sergeants?—There are I think 91 at the present time (of course, there may be some who have just gone out on pension), and that would leave the strength of the constables about 1,064. There are six districts there and a seventh District Inspector is in charge of the Detective Department. There are 26 stations in Belfast. It has a population of 386,947 according to the last census. There are 467 men of all ranks not accommodated in barracks who are married. There were 55 resignations in Belfast during the year 1913; during the year 1912 there were 44, and before those

2192. The pensioner does not go back to his native county?—No, as a rule he does not, because his children are there and he is trying to educate them; and they are serving their time as apprentices to various trades, and it is a better place for a man to have his children than a country place, because he has a better opportunity of giving them a trade. This is all the advantage that keeps a lot of the married policemen in Belfast.

2193. The CHAIRMAN.—And would not the native place change very much in 36 years?—It does, sir, it changes very much. And there is another matter that I would ask you to pardon me for referring to. I would ask you to bear in mind that we are the only body of men in the United Kingdom that have no vote. We are deprived of the franchise altogether, and therefore we are helpless to bring any kind of pressure upon the Government to consider our claim. We have no pressure behind us like other people, for instance, the Post Office and the teachers and the Excise men. They all have the vote and they exercise it, and they try to combine some way or other, and members of Parliament advance their claims; but we cannot do that.

2194. Mr. HEADLAM.—I have seen questions in the House of Commons that might have come from the R.I.C.?—Yes, but there was no force behind it; it was simply to oblige some individual men of the R.I.C. that these questions were put; but remember, gentlemen, that we do not ask for the vote. We are in agreement with the present regulation, and consider it a wise regulation, because in Ireland where political feeling runs so high the exercise of the franchise would seriously embarrass us.

2195. The CHAIRMAN.—It might be a serious embarrassment?—And it might affect the efficient discharge of our duty; but the police of Great Britain have and do use the franchise and with effect, both the Municipal and the Parliamentary franchise, and the result is seen in the increased pay and better conditions of service which they enjoy. Well, gentlemen, I think that is all I have to say. I thank you for the kindness with which you have borne what I have said.

years there were very few resignations from the Force in Belfast.

2203. The CHAIRMAN.—Have you ascertained any particulars as to where they went to?—With regard to some of them, I can give you some definite information that I am personally aware of. I was listening to Head Constable Molseed when he gave evidence with regard to the duties that the men perform, and the number of hours; but in describing the duties to the Committee he did not mention that on Friday and Saturday night the evening work continues on until half-past eleven o'clock or later if necessary. He mentioned from six to eleven and he omitted or possibly forgot that. My district of Belfast has a population, I should say, of about 80,000, and the strength of the District Force is myself, 5 head constables, 19 sergeants, 13 acting sergeants, and 185 constables. I have six stations in my district. There are 122 pensioners. Of these, 74 are employed and 48 are unemployed. Some of these men are employed by the Society for the Prevention of Cruelty to Children and other similar societies in Belfast, and I know some of them are employed at theatres, as described by the last witness, Sergeant Gunn, and earn 10/- a week. I have been informed to that effect.

2204. Mr. HEADLAM.—The unemployed men would be rather old pensioners?—Yes: some of them are not very old. I have seen some of them in very pitiable circumstances and residing in very poor houses, one of them in particular. I could not believe when I saw him first that he was a police pensioner at all. During 1913 there were eight resignations, and six of those men when they left this country joined other Forces in Australia, New Zealand, and Canada. I am aware of that, because papers came to me afterwards asking

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District Inspector GEORGE ROSS examined.

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me for my recommendation. I may say, with regard to those eight men, that they were the pick of the young men of the District Force.

2205. They resigned after a little service?—One of them had eight or nine years' service.

2206. The CHAIRMAN.—And they had done well?—Yes, and I was extremely sorry to lose them, because they were very good men. Three of them were men of short service, four or five years. In three and a half years I recommended four recruits. Six offered themselves and I rejected two. I should say they were all second or third rate recruits, and under ordinary conditions would not have been taken in the Force at all. With regard to one that I rejected, I may mention that he spelt "civil" "sivell," and wrote "carear" for "career."

2207. Do you say that even those you accepted were not first class?—They were certainly not better than second rate recruits.

2208. Mr. HEADLAM.—The towns are not generally the best recruiting grounds?—No, sir.

2209. They tried to get country men?—Yes. Some member of the Committee asked a question with regard to army reservists. I heard it and I just recollected that (I think it was in the last part of last year) an army reservist applied to be enrolled as a candidate. He had very good discharges from the army and he resided in Ligoniel, one of my out stations. I did not consider him a first class recruit, but he had excellent discharges. I sent his name forward and he was enrolled at the Depot and he was on the list for about a month or five weeks. He then wrote to the Commandant asking for the return of his papers, saying that he had re-considered the matter, and that he would either re-join the army or go to Canada. I cannot tell you which he did. That is the only one that applied.

2210. You have never been approached by the Army Association looking after discharged soldiers?—Never; I have never been approached by them. If I had I would be very glad to get them, if they were suitable men. In my district there are 139 single men and 89 married men. The average rent would be £17 per annum. Head Constables in the city pay £21 6s. 2d. on the average, and rent has recently increased by £2 with regard to houses of moderate rent. One reason is that the Corporation acquired powers to demolish a number of houses, and I do not know how many hundred houses they demolished in my district. But house rent has gone up in the last year by £2. The average police rent would amount in my district to 6/7 per week, and I understand the average rent for the city of Belfast is 6/11. Promotion is obtained at 20 years and two months' service.

2211. That is for the whole of Belfast?—No.

2212. For your own district?—The actual service of the last man promoted was 20 years and two months.

2213. The CHAIRMAN.—The proportion of sergeants and acting sergeants to constables in your district is about the same as the proportion over the whole city?—I think so.

2214. What is the proportion of sergeants to constables?—Well, sir, to start with, a sergeant is employed in my district in detective work; I have a district detective staff. There is a Weights and Measures sergeant also attached to my district.

2215. Mr. HEADLAM.—Does he do ordinary police work?—No; except in times of emergency in Belfast he does not. There are a certain number of sergeants in Belfast who are solely employed in doing weights and measures duty except on occasion of some excitement, and I take those sergeants off weights and measures duty if I find it necessary. There are a number of those sergeants and I have only one of them, but some sergeant must remain always at the weights and measures office, because traders might come in at any time. And we have a police office in the city where prisoners are brought and kept until they are sober. Each dis-

trict furnishes a certain number of men that go there for police purposes. I send one sergeant.

2216. To take charge?—To take charge, and the police are on duty there at all hours.

2217. There are a number of sergeants, and you contribute one?—I send a head constable there also; there are two head constables, one for the day and one for the night. A sergeant in my district is on the central detective staff under the charge of the Central District Inspector in the city. Then there is a station sergeant in every station in the city; all the others are for out-door duty.

2218. How many station sergeants have you?—There are six, sir. That would be six and four, making ten, and that would leave me twenty-two sergeants for out-door duty.

2219. How many men have you?—185.

2220. The CHAIRMAN.—That gives a sergeant to a little more than eight men?—Yes, between eight and nine.

2221. I only ask that we may arrive at the proportion of sergeants to men for duty?—Yes, sir, I understand.

2222. Mr. HEADLAM.—Those additional ten sergeants are occupied with odds and ends of duty?—Yes, and necessarily occupied. A station sergeant is in a very peculiar position. He is occupied with the duty of keeping all the station records and looking into minor complaints as well. In my district alone I have as many as 150 warrants in a week for execution. The station sergeant with assistance has to look after the execution of all these. Belfast is peculiar with regard to the duties that have to be performed in it, because the political and sectarian feeling runs very high. The district that I am in charge of is Belfast "C." That is mainly Protestant, and the district that is next to it is mainly Roman Catholic, and in any time of disturbance, even when a band goes out (and I have 25 bands and 4 drumming parties in my district), I must put 12 men at a particular street where the National and Protestant Districts will meet, and four men at another street, and in addition have a number of men dotted all along Shank-hill Road. I have had as many as 50 men there, and it is absolutely necessary, and they must be there. In addition to the duties given here by Head Constable Molseed there is the necessary confinement to barracks principally during the summer months; but of late years practically over the whole year, with the object of meeting these bands and parties as they go down the city and as they return. Liverpool is somewhat similar in the amount of the police per thousand of the population. Liverpool is the nearest approach we can get in the cities across the water to Belfast, and the reason of that is that they have a similar quarter where this religious and political element enters largely into the question of the peace of the city. Now, with regard to the pay, my own opinion is that the pay is inadequate. I was in the country, but I propose to deal with Belfast; but also to deal somewhat with the country. In the country I had a great many cases of debt, while in Castlereagh, and these debts were paid off by instalments from month to month. In a great many cases I found that many got into debt simply by being unfortunate and through no fault of their own. Sickness often accounted for a great deal of it. A man's wife or family might get ill, and, without taking into the account the question of getting additional medical aid, there were things that were required; beef tea and other necessary things during illness had to be provided and the men had no reserve left for that purpose. Some cases did occur in Belfast since I went there. About four cases were brought under my notice and I sent them out the accounts for explanation, and the debt was paid off after a time. In making inquiries from traders (when I ascertained I was coming up here I went round and made inquiries), I went to a trader that I know in Belfast, and he communicated some information, and he told me he has 49 men in debt to him to-day in his books. I did not ask to see the book, but I know the man and I am quite sure he was

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District Inspector GEORGE ROSS examined.

[Continued.]

telling me what was perfectly true; and he said the amounts varied from 4/6 up to as high as £10. These were not current accounts; these were cases of debt.

2223. Mr. STARKIE.—Were they all married men?—I could not make the inquiry. I know he dealt with both married men and single men. He told me this, and I now put it before this Committee as a fact, believing it to be true.

2224. The CHAIRMAN.—You did not go into particulars?—I could not. Now, sir, some time ago I thought if there was something in the way of co-operation among men in a city like Belfast, where there are 1,255, possibly the men could do better for themselves. I did not think that co-operation by the men themselves would be likely to be a success; at least I am of that opinion, so I approached a trader nearly a year ago and I said to this man: "Could you not manage some co-operative system and obtain the custom of over a thousand police in Belfast and make some profit for yourself and at the same time give the police advantageous terms?" And he said to me: "I know the Police Force better than you do. The police are not adequately paid and are not able to pay ready money, and if they were able to pay ready money I could do such a thing as you mention advantageously to myself and the Police Force." Now, I know this man well, and he is a most respectable man, and he would not tell me that if it was not the fact.

2225. I thought the co-operative societies paid monthly instead of getting ready money?—I don't know; but it struck me that with 1,255 men dealing with a particular individual we should get advantageous terms; but this man said it would be impossible, because the policemen, the married men, in Belfast had not sufficient pay to meet the demands that would naturally be made on them for their families, and when he told me that I said there is an end of the matter. He said it would have to be done on a purely cash basis, otherwise it would not work. I know of a constable now out on pension. He had one child and the child became ill and was sent to hospital, and brooding over the question of his only child's illness and being out in the sun for some days he got ill, and after a little time he could not be retained in the police service, and this man left the Police Force on a pension of £28 a year. We made up a small subscription for the wife while this man was being looked after, and he is now out of the service on this small pension that I mentioned. I travelled with him on a tramcar the other day. He was driving this car, and I ascertained that the wages of tramcar drivers in Belfast in 1901 commenced at 3½d. per hour, and to-day they commence at 4½d.

2226. Mr. HEADLAM.—How many hours a week?—They work 62 hours a week. They ended in 1901 at 6d. and they now end at 7d. an hour, and they attain that 7d. an hour in the 6th year of their service, and in addition to this 7d. an hour after the 6th year of their service they get a bonus of £3 at Christmas, and the result of that is that this constable is now doing well. At the end of five years' service he will be receiving, including his pension of £28, an annual sum of £97 10s. 8d., equal to the pay of a head constable when he is promoted. He never could hope to attain that pay if he remained in the service.

2227. Is that a Corporation service, the tramways?—Yes, sir.

2228. They do take ex-policemen?—They do not as a rule; but one of the members of the Corporation who was told about the matter said he would endeavour to do something for him and they did take him. I mention it because I was extremely glad that he did get on.

2229. They do not make a rule against employing ex-policemen?—I don't know that they have such a rule. I never heard of it. At present a tramway conductor and driver get 36/2 per week after five years' service.

2230. Does he get a pension from the Corporation at the end of so many years?—I could not say that for a fact. With regard to the band duty, which is so serious and causes extra duty in my district, I got a return from one of the stations in my district, Shankhill Road Station, for May, June, July, and August of last year. These are the busiest months as

far as bands are concerned. In the cold weather bands do not turn out with such frequency. I have the average number of hours of duty performed with regard to these bands, an average of eight days for each of these months, twelve hours in one case down to two hours, in addition to the ordinary work that had to be performed, and not alone did that affect Shankhill Road Station, but every one of those bands that went through my district affected all the other stations as well, and it entailed men being put on point duty all along the route.

2231. The CHAIRMAN.—How many days did you say?—On an average about eight days per month for each of those months.

2232. And the hours?—From two to twelve. I don't know whether anybody described Brown Square Barracks to you.

2233. Except that it was a large barrack?—There are 22 rooms in this barrack. There is accommodation for two married families.

2234. One the head constable's?—One the head constable's. There are 41 men in mess. There are 18 married men in the barracks. There are 104 windows in the barracks to be cleaned, and with regard to that the men have to pay. Some of those windows are extremely high, and they have to pay a window cleaner. This sum amounts to 15/- on the average for the month. Extra fuel in January, that is January, 1914, was £4 4s. 10d., and extra gas for the quarter ending 31st of December £3 9s. 8d.

2235. Mr. HEADLAM.—Divided among how many?—Forty-one men. They employ three servants to keep the barrack clean. Now, you have had a great many figures and I don't know whether I need give you any more.

2236. Well, I don't think we have had the figures of the cost of these 41 men?—They employ a mess man. A mess man is employed to look after the messing of these 41 men, and he makes the most advantageous terms that he can with the various traders in the city of Belfast. He will call on a particular trader and make the best terms he can. There is not any contract, but he will make a change if he finds one trader who will give him better terms than another.

2237. Is he employed by them, or is he one of themselves?—He is one of themselves and acts as mess man. Of course, in the case of messing in any large station in Belfast usually the dinner hour in barracks is one o'clock, but in Brown Square there would be six men on beat duty and the dinners of those men would have to be kept over until after three o'clock and that is the reason the messing is a little dearer than it otherwise would be. The average messing would be nearly £2 17s. per month.

2238. Per man?—Per man. I am not saying in Belfast, I am saying in my district.

2239. That includes all food?—That would include all food. It would include butter, some eggs, porridge, etc. The man who gave me this put down 3/- for bread for himself for the month. In the ordinary mess the bread is not included and he put down 3/-, which is rather small for a man for a month.

2240. Is the food bill added up every month and divided among the men?—Yes.

2241. And the share of one man comes to £2 17s.?—About that. As a rule the men do not get bread in mess. Each man gets his own bread, what he wants for himself.

2242. The CHAIRMAN.—Then it is £2 17s. with bread added, and you do not think that so very large?—I do not. But this should not be taken as the average with regard to bread, because this is unusually small; but this man gave me these items and I give them as I got them; £2 17s. included the cost of bread in his case.

2243. It might be a little more?—It might be a little more in some cases. Now, I had an excellent constable in my district, a first class man. He is now on pension. He got £48 11s. 4d. on his retirement. He had a wife and seven children. I often wondered how he managed to exist, but I did not learn it until he had retired, and I found out that that man got meat into his house once a week.

2244. Mr. HEADLAM.—Was that in Belfast?—In Belfast, sir, in my district. I asked about him shortly after I went there. He struck me as being such an excellent man. I asked the sergeant how it was that he never got promotion. He was on the promotion list but he lost heart after a time, although he did not neglect his duty. He had not the same smartness and alertness as the others, and when I arrived at Belfast he was not on the promotion list.

2245. You mean the "P" list?—No, sir, on the ordinary promotion list. I think this was the cause of it. The man had this burden of the necessities of his family. A man cannot work with much heart when he has that. There was a sergeant in my district and when he paid for his lodging, in the house that he occupied, he had when serving in the Force 12/- per month per inmate to provide his family with all the necessities of life. That man went on pension and obtained employment with one of the Shipping Companies as steward, with £5 per month with rations. He was then much better off. I know another man who was about to go on pension. He had a struggle for a long time, but now he has one son earning £85 a year, a second son earning £60 a year, a daughter earning £40 a year, and another son is going to school; and he deserved it all; but for a long time he had a very keen struggle for existence. I got from a married man with one child the amount of his expenses for the month, excluding clothing and underwear, boots and insurance, and it amounted to £7 2s. 4½d. I may mention that in that account the meat he said he consumed for himself and his wife and his daughter, that is the fresh meat, only amounted to 13/- taking the one item. I have looked through the items carefully and I think that there is not one single unreasonable item in the whole lot. That amount would be £85 8s. 6d. per year. I don't know whether you would care to have it, but I made up an account for my own information, because in getting from a married man his actual expenditure he said: "I have no objection to giving it to you, but I would not wish it to be published, because I have to adopt various ways of living in order to keep within my income."

2246. Was this a constable or a sergeant?—A constable, sir; but I made up a list, excluding any allowance for holidays, etc., of what I consider a married man with a wife and four children ought to have to support himself and family and provide all the necessities of life. I am not giving him any luxuries. Will I give you the items?

2247. The CHAIRMAN.—Yes, give us the items. Is it by the week or month?—I have it by the year. I would give him 2 lbs. of butter per week for himself and his wife and four children. That amounts to £6 5s. 8d. per year. One dozen of eggs per week at 1/6. They will go up as high as 2/6 in Belfast and I have taken 1/6 as the average. That is £3 18s. per year. One pound of bacon per week, £2 12s. per year. I would give his wife £1 per month to provide her family with meat and fish. That would amount to £12 per year. I would give him two stone of potatoes per week at 6d., that is £2 12s. I would give him 8d. per week for vegetables, that is £1 14s. 8d. per year. I would give him 45 quarts of milk per month (he has four children), 3½d. for eight months and 3d. for four months, that amounts to £7 10s. He would require three pounds of bread per day for six people at 1½d. per pound, and that would be £6 16s. 10½d. In addition to that he would require two stone of flour which would be 3/6 a month, that is £2 2s. per year. I would give him half a ton of coal per month at £1 6s 6d. and make him pay cash for that, £7 19s. I would allow him 1d. per night for gas, that is £1 10s. I take the average rent £17 all over Belfast. I would give him 1/6 per month for tobacco (and many men would say 18/- a year would not supply them with tobacco). The cleaning of the barracks costs him 1/3 per month, that is 15/- in the year. For his Church fees and contributions I would allow him £1 5s.; and for groceries (I have the items) £10 14s. per year, tea and sugar and such other things as the man would naturally use and get from the grocer, about 17/10 per month. School expenses for his four children, purchasing books for ten months in the year, would be 2/6 a month,

£1 5s. a year. Now, clothes for his wife and for his four children and the underclothing, I would allow him £10 a year for that, that is 16/8 per month, and then for boots and for repairs, I would allow him £4 10s. And when I added that up I was surprised to find it amounted to £101 7s. 2½d.

2248. Mr. HEADLAM.—What would happen if prices fell again?—I don't think there is any fear of a fall in prices, sir, but rather otherwise. With regard to these items I took exactly the prices as they are to-day. I made up this list recently. Some time ago the prices of some items were much higher. I got from one of the mills the prices they paid to certain of their employees in 1904 and in 1914, under the hand of the manager. I got a man who knew the manager to get it for me. Wages have increased in the last ten years by 17 one-seventh per cent. in this mill, wages of fitters, riveters, painters, and others.

2249. The CHAIRMAN.—We have got those from the head constable?—I went to the last Report, the Report of the 1901 Committee, and I took out certain particulars about wages. The information was given in a letter from Harland and Wolff to the Committee that sat in 1901, with regard to all their workmen, and I find an increase of nearly 15 per cent. since 1901; painters by 12½ per cent., shipwrights, 17 per cent., smiths 8½ per cent to 37½ per cent., joiners, riveters, and platers roughly 6 per cent. From solicitors I ascertained that the wages of law clerks had increased from 40 to 50 per cent. since 1901, and the wages of average domestic servants have increased by 41 and two-thirds per cent. I have already mentioned the tramway. Now, I have got prices from a trader in Belfast. I thought a lot of men would get the retail prices. What I did was to get the wholesale prices, so as to make a comparison since 1901, and the trader was so good as to obtain them for me, and he got them from London and other places. Sugar is 2/- per cwt. dearer than it was in 1901. Butter is 5/- per cwt. dearer.

2250. Mr. HEADLAM.—Is that in Belfast?—Yes. Eggs are 4d. to 6d. per dozen dearer. These are the wholesale figures. Flour and potatoes, no change. Although there is no change in flour bread is dearer. Bacon is 4d. per pound dearer. Soap 12/6 per cwt. dearer. Jam 2d. dearer for a 2lb. pot. Oatmeal £2 10s. per ton dearer. Barley 2/- per cwt. dearer. Rice, no change. Sago 1/6 per cwt. cheaper. Candles 1/1½ per dozen pounds cheaper. Cocoa 4d. per pound cheaper. Coffee 2d. per pound cheaper. Currants no change. Raisins 7/- per cwt. dearer. Cheap tea 50 per cent. dearer. Family tea from 2/- to 2/4 per pound, that is for the same quality of tea. This trader assured me as far as he was concerned that tea that he could sell in 1901 for 1/- he could not sell for less than 1/4 a pound at the present time. While he sold tea in 1901 at 1/-, he does not sell cheaper tea at the present time than 1/4 per pound. From a butcher in Belfast I have obtained figures as far as roasting beef, steak, boiling beef, stewing beef, and chops are concerned, and 18, 19, and 24 per cent. is the average increase all round on these figures since 1901. I went into a butcher's shop on the 19th of this month and I saw two carcasses hanging up, one of beef and the other of mutton, and he said the beef cost him at the rate of 6½d. per pound as it hung in the shop, and the mutton 10d. per pound.

2251. That is fresh meat?—Yes.

2252. Do they eat much frozen meat in Belfast?—There are a number of shops, I think Nelson Limited, deal in this description of meat.

2253. Is that much eaten?—Yes.

2254. And the price of that is less?—Oh, much less. The butcher just mentioned told me that the previous week's meat cost him for beef 6½d. and mutton 9½d. per lb., and that in 1901 that meat would have cost him about 1½d. a pound less than it did at the present time. From the Belfast papers of 1901 and 1914 I obtained prices of coal, and I find that there is an average increase in prices of thirty and twenty-five forty-seconds per cent. In the sundries, such as clothes, boots, and repairing of boots, I find the increase is fifteen and ten twenty-firsts per cent. Now, with regard to retail prices, did Head Constable Molseed give you the retail prices?

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District Inspector GEORGE ROSS examined.

[Continued.]

2255. The CHAIRMAN.—Very fully?—Then I hardly need trouble you with the retail prices. I got the prices from Lisburn and from Strabane, and I got a comparison of prices from a sergeant who was stationed in Killybegs in 1901, and now stationed in Dungannon as head constable in 1914, and he took these prices that he sent to me from his pass book, and the average increase between 1901 and 1914, according to the figures that are sent to me, is 42 per cent.

2256. Mr. HEADLAM.—In case our information is not very complete, perhaps your figures would be available?—Yes. I was present when Head Constable Molseed, gave his figures with regard to the duties performed by the police. I don't know that he included the confinement to barracks. I have a note here about it.

2257. The CHAIRMAN.—He did not include the half hour extra on Friday and Saturday?—No, and in addition to that there is confinement to barracks. There are two kinds of confinement to barracks, first confinement for the whole day by the Commissioner any time when trouble is all over the city generally, and on other occasions when trouble would be in a particular locality. The Commissioner would say: "Confine your district;" or "Make your own arrangements," and the confinement is often done by districts, and I frequently confine the men of my district to barracks on a particular evening, owing to the number of bands going out, and they have to come in from their lodgings and remain in barrack, and in some cases the night men have to come in during confinement.

2258. Mr. HEADLAM.—It is no hardship on the men living in the barracks, but on the men that have to come in?—Except that the men in the barrack cannot get exercise. In Belfast, by reason of this political and religious feeling that exists there, the duties are very exacting. This feeling manifests itself at mills, and special arrangements have to be made to deal with it. A certain number of extra men have to be sent during meal hours, and when the workers go in to work, and at quitting time when they leave off work, to prevent breaches of the peace and to see that order is properly maintained in the locality while the workers are going on their way to their homes. In addition, there are certain localities near mills that men must always be posted at while workers are going home, otherwise there would be stone-throwing. I may mention that there are five mills near the Crumlin Road and 2,000 workers at least in Ewart's, and 800 in Beck's, and 1,500 in the Brookfield factory, and about 800 workers in the foundries in the vicinity, and all these require special police attention at any time of excitement, and that makes the duty in Belfast more severe than it otherwise would be.

2259. And more severe than in other parts of Ireland?—It is, because in other parts of Ireland you have few mills. In Cork at present I do not think street preaching is very much, but I remember when duty in connection with street preaching in Cork confined the whole city Force to barracks on Sundays. I have seen the whole city in turmoil, and large crowds following the street preachers.

2260. But the work is enormously harder in Belfast?—It is, by reason of the facts that I have mentioned. I thoroughly agree with what Head Constable Molseed said with respect to the people in Belfast being aggressive, and you want a superior class of men, a class of men that we are not getting in the Force to-day, to deal with them. One form of crime very common in Belfast is that of housebreaking, and a particularly mean form of housebreaking. When people go away to work and leave their houses locked somebody will come with a false key and get in and carry off anything that is handy, and I have known a case where a man went into one of those houses and a policeman came up to him and he wanted to brow-beat the policeman into believing that he was the occupier of the house and had a perfect right to be there. On the other hand, I have known a case in which a sergeant went up to a man who was really the occupier of the house, and the man turned round and asked him how dared he interfere with him. I only mention that to show that for this and other reasons men of tact are required. I think the class of recruits we are getting at the present time are not up to the proper standard. The Acts passed in recent years are some of

them highly technical. Head Constable Molseed mentioned one, the Children's Act. There are others that are simple, but amongst the Acts of Parliament that have to be enforced is the Children's Act, and it is not simple.

2261. He does not try to enforce all the Children's Act?—He does not, sir; the Children's Act is something more than a cruelty Act, and if you want a constable, who will meet cases every day when he is out on duty, to enforce the law properly you must have a man of some education. Training is not sufficient. No matter how you train a man, if he is insufficiently educated at the start you certainly won't train him to deal with the criminal of the present day, who is sometimes an educated man.

2262. Mr. STARRIE.—The Children's Act requires greater supervision of public houses?—Yes, and children smoking in the street, and it deals with offences of cruelty, and some other offences, such as allowing children between the ages of 4 and 16 to reside in brothels.

2263. Mr. HEADLAM.—Can you tell us whether the difficulty in obtaining recruits is solely due to the fact that the pay is small, and not to the dislike of the men to the discipline?—I think if the pay is in accordance with the standard of wages of the present time we will get the class of recruits that we once got. Now, sir, with regard to the quiet counties; I have not anything made up about quiet counties, but I have been in disturbed counties, and it was said that in the quiet counties the men have not so much duty to perform or such irksome duty as in disturbed ones. I was in Castlereagh during the anti-grazing agitation and I had 36 men in my district when the agitation started. I had 60 men as a special detachment under canvas during portion of the anti-grazing agitation, when it was at its height. I was on duty at Elphin, Strokestown, Lecarrow, Frenchpark, Hill Street, Tarmontbarry, and in three instances arrested offenders during the night. In all those cases I had extra men from other counties who came in on duty. I may mention that in Castlereagh a detachment was sent to Ballintubber to an old house not occupied for 25 years; it was repaired by policemen. I ordered some straw. The United Irish League heard of that and they ordered the people not to deliver up the straw. I could not take delivery that night. I went out on the next day when I was told what the U.I.L. had done. I directed the head constable to go and seize that straw and inform the man that it was my straw and not his, that I bought it yesterday. I had a detachment at Ballintubber and they boycotted us, and they would not sell us provisions, and I reported it to the Commandant and he bought a horse and van in Dublin and sent them down, and I told those people that they could boycott as much as they liked so long as Dublin was at one end of the railway line. I agreed with a jarvey at Castlereagh that I would give him £1 to take six valises out to Castleplunket, seven miles. Having left the barrack, he returned and pitched those bags all about the yard and refused to take them out. I paid £1 to take 5 cwt. of straw to Ballintubber, five and a half miles, the men were so rigorously boycotted. I was conveying prisoners from Ballintubber to Castlereagh to send off by train, when we were attacked with pitch-forks and I myself got portion of my uniform burned by a blazing sod of turf thrown at me on the top of a pitch-fork, and those cars on which we were conveying the prisoners were followed by police cyclists all along the road, a very bad road indeed, that night. These men came into Roscommon which was very disturbed at the time from a so-called quiet county, and underwent the very same hardship as the men I had in the district, and it was a very hard time. Personally, I went with a detachment of cyclists from Roscommon to Strokestown and back on one particular day when it never stopped raining. I pitied the unfortunate men, and I think the cycling allowance is inadequate for such duty.

2264. How much does a man make in the year?—He gets 1½d. per mile, and 2d. per mile, according to the period of the year.

2265. How much would that come to on the average for the period of the year?—I could not tell you how much it would come to.

2266. It depends on the condition of the country how often a man is sent on detachment duty?—It does.

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District Inspector GEORGE ROSS examined.

[Continued.]

2267. How often might a man expect to be ordered on detachment duty in a quiet county in the year?—Well it so happens that I was never in a quiet county.

2268. The CHAIRMAN.—Now, with respect to promotion. We have had some evidence that it is desired by the men that promotion should be all over the country, and not confined to counties. You heard that evidence?—I heard that evidence.

2269. That promotion should be from a general list at headquarters?—I think that could be carried out.

2270. Another suggestion was that the "P" List should be abolished?—Well, as I am a "P" List man myself I would have something to say to that. Of course, it can be readily understood that if the men in one county are receiving promotion at 15 years' service and in the adjoining county they have to remain till 20 years, though equally good men, the men in that adjoining county would have a grievance, and I do know, as a matter of fact, that it works hard. I had an excellent man in Castlereagh, and he was not promoted until he had 26½ years' service.

2271. The Royal Irish Constabulary is one Force?—One Force. Now, with regard to the compulsory retirement of men at 30 years' service. I had in my district an excellent station-sergeant, who had over 30 years' service, and whom I recommended for special promotion last year, and I am glad to say he has been promoted, and he has over 30 years' service at present. There is a man in Belfast who has nearly 40 years' service, and is as active and energetic as on the day he joined. There is my senior head constable; he is an excellent man also, he has nearly 32 years' service.

2272. A man ought to be allowed to stay on provided he is fit for it?—Provided he works.

2273. Mr. HEADLAM.—You have not calculated the cost of all these reforms to the taxpayer in Ireland; you have not looked at it from the point of view of the taxpayer?—I think the taxpayer would be better off by getting a proper class of men for the police force.

2274. The class that used to be got?—The class that used to be got. I think so. Suppose you have got an inferior body at an inferior rate, I think it does not pay. Supposing I have got a certain number of men in my district, say, 185 men, and out of that 185 men 60 men are useless, if I have not got the proper standard, I think this does not pay.

2275. You do notice the deterioration of the men?—Yes.

2276. During six years?—During the last six years and longer I have noticed the deterioration, and the men are not so good; they are not recruited from the same class as formerly.

2277. They are more of the labourer class than the farmer class?—They are more of the labourer class.

2278. Mr. STARKIE.—Can you say anything on the subject of merit pay?—I would like to see a constable getting merit pay. My conclusion on the whole is this—that I think the pay of the Force is inadequate. I think that the men should arrive at the maximum pay at a much earlier stage in their service than they do at present. I think that it would be for the good of the Force that the constables should arrive at a far earlier stage than at present at the maximum.

2279. If he did not get promotion would he not be discontented?—No; supposing he arrived at his maximum at 12 or 15 years' service.

2280. What about the men who failed to get promotion who are still good men?—Well, that would be a question. I would like to see a man getting good service pay; a man who deserved and did not get promotion, through no fault of his own. I think it would be a good thing if he got good service pay.

2281. There would be no distinction between one and the other?—There is not. A man who is a good man, and who does his work, and a man who is not so good, both draw the same pay and allowances at present.

2282. The CHAIRMAN.—Would you revert to the old system, and have so many men who could get a good service allowance, or do you think it should be unlimited?—I don't know, sir. Of course, if you give merit pay to every man it would not be merit pay any longer.

2283. Under the old system merit pay was given to a limited number of men. It was given to them because they did not get promotion. It was for those who had no prospect of promotion, but it was limited to a certain number in the various classes. Now, if the suggestion were adopted of good service pay, should that pay be confined to a certain number of men, the best or the most deserving that might be selected, or should it be an unlimited number—every man who proved himself deserving and yet had not been promoted?—Of course, that is a question for consideration. I would like to see it given to the man who is doing good duty, and who is a good working man. There are lots of good working men who do not get promoted. When men do their duty well I would like to see those men getting some recognition of the good duty they perform. If you limit it to a certain number you will say, "Here is a man who should get good service pay, and here is another man who is equally deserving of it but cannot get it." You would have to draw the line somewhere. I would give it for a certain number of years to a man who did very good police service.

2284. Mr. HEADLAM.—You would not like rewarding men who did not advance?—No; it would be rewarding men who did really good work, and who could not get promotion; you will find that there are a number of men who are always working hard, and have never anything to hope for, and if they could get something like this I think it would be an excellent idea.

2285. Mr. STARKIE.—Do you think living in Belfast is more expensive than in rural parts of the country?—I do, sir.

2286. To what extent?—Well, that is hard to tell. As a matter of fact, in the lists that I have got here I cannot find from a comparison of these prices that there is very much difference. I have got one here from Strabane and another from a head constable whom I happen to know, and on looking over them I find that there is not, as far as retail prices are concerned, very much difference; but I do think, taking it on the whole, that living in Belfast is somewhat more expensive than it is in the country. I could, of course, have given you the figures, but I did not want to worry you. Similar lists were given in evidence by other witnesses.

The Committee adjourned.

FIFTH DAY.—TUESDAY, MARCH 3RD, 1914.

At No. 5, Upper Castle Yard, Dublin.

Present :—The Right Hon. Sir DAVID HARREL, K.C.B., K.C.V.O., I.S.O. (Chairman); Mr. MAURICE F. HEADLAM, Treasury Remembrancer; Mr. ROBERT F. STARKIE, R.M.; and

Mr. JOSEPH BRENNAN, *Secretary*.

Mr. THOMAS J. SMITH, Commissioner of Police, Belfast, examined.

2287. The CHAIRMAN.—What is your Christian name, Mr. Smith?—Thomas James.

2288. You are Commissioner of Police for the City of Belfast?—Yes.

2289. How long have you been there, Mr. Smith?—Nearly five years as Commissioner, and before that almost five years as District Inspector.

2290. With what interval?—Approximately five years.

2291. Well, what service have you altogether?—Thirty-one years.

2292. Now, I take it that you have made some preparation by way of notes of the matters that you want to bring before the Committee?—Yes.

2293. Will you kindly take them in your own order?—Yes, sir. Well, I purpose starting by saying that the Belfast Force consisted of one Commissioner, seven district inspectors, twenty-eight head constables, one hundred and forty-one sergeants, fifty-one acting sergeants, and one thousand and forty-one constables. The Force was increased by 100 men in July, 1902, and 200 extra men were again sent in August, 1912; and I presume that the Force practically represents above a ninth of the entire Royal Irish Constabulary in Ireland. Portion of the cost of the extra men is a fixture—about 500 men—and portion of the cost of the extra men is defrayed by the Corporation, who also pay the night watch. Recruits are not, as a rule, sent to Belfast. We get men in from the country, who have some little experience in country work after their time in the Depot—generally men from two or three or four years' service. At one time there was occasion for volunteers, and we had a good many volunteers—

2294. Mr. HEADLAM.—That is, volunteer men from the rest of Ireland?—Yes; but that is changed, and it is now found necessary for the County Inspectors to supply, or from the Depot, the men that they think suitable for Belfast, and they are transferred in the ordinary way.

2295. That is because the work in Belfast has got harder?—Yes; the work is harder, and there are other conditions as well.

2296. And men don't like service in Belfast?—Well, I think at present, sir, they don't, as far as I can see. The men that we are getting in are not as good as the men that we are losing.

2297. The CHAIRMAN.—In what way are you losing men?—Well, by resignations and retirements. As soon as the men are qualified to retire—after 25 or 30 years' service. We have lost a considerable number for the last two years through resignations.

2298. Mr. HEADLAM.—Retired from the Force altogether?—Yes; a great many have gone off on pension.

2299. Is that before they need have gone?—Many of them have gone who are fit in every way. The men that are coming in are not, I think, physically so good, and they don't seem to be the same class as the men that we are losing.

2300.1. But you have not altered the standard?—No; there was a time when I wanted men of 5 feet 10 inches, and now I have to be satisfied to take any men I can get.

2302. The CHAIRMAN.—You now have to get the men on the ordinary county standard?—Yes.

2303. What is the shortest service that you get men at?—Well, some men are taken after two years' service and some after a very short service. They find the night duty very stiff, and I find many of the men wish to leave Belfast after their experience—even the men who were desirous to come in, and they want to be transferred again to the country.

2304. And are they frequently transferred again to the country?—Well, I never personally object, because a willing man is a great deal more useful than a man that is not willing.

2305. Have you many instances of transfer?—No, sir, not very many. The regulations say that a man that is transferred to a place must serve there for twelve months, or for longer periods when he goes there at his own request; but there are some other grounds—the grounds of ill-health, and so on. They say that they find the work irksome, and that their money doesn't go so far as in the country.

2306. Mr. HEADLAM.—They find living more expensive in Belfast than in the country?—I think so, sir. Belfast itself, with a population approaching 400,000, supplies very few recruits to the Force. I don't suppose anything more than fourteen or fifteen would be sent up from Belfast—

2307. The CHAIRMAN.—What class do they belong to?—Generally shop assistants.

2308. Mr. HEADLAM.—Are there fewer recruits now from Belfast than ever?—Yes, sir; I think there are.

2309. There never were many?—No, sir. The reason assigned is that ordinary employment pays them better, both as regards money and prospects. Then the duty in Belfast is divided into certain divisions. There are three divisions of duty—day duty, evening duty, and night duty. The first division of duty begins at six o'clock in the morning and goes on till six, others go on at six in the afternoon and it goes on till eleven.

2310. The CHAIRMAN.—That is the same area?—Yes. The second relief of day duty starts at nine and terminates at three o'clock, and that closes the day. We have, then, evening duty—starting at six o'clock and terminating at eleven o'clock, and night duty starting at eleven o'clock and terminating at six a.m.

2311. The duty is changed once a month?—Yes; and night duty comes to a man's duty every fourth month.

2312. And the man that takes the night duty takes the evening duty following?—Yes, sir.

2313. Mr. HEADLAM.—When a man is off duty is he allowed to go to his home supposing he lives out?—Yes, as a rule.

2314. And that is only interfered with in case of emergency?—Yes, we give him as much liberty as we can; but in Belfast there are almost every night bands and processions and something or other, and it is absolutely essential that men should be between the different parties, so as not to allow them to come into contact, and this involves a great deal of extra duty; and men are brought back from their homes for the purpose.

2315. The CHAIRMAN.—There is more frequent confinement to barracks?—Yes; either to barracks or to entire districts.

2316. Mr. HEADLAM.—Is that only in the summer months?—Yes; but, unfortunately, it is spreading year by year. We have now drilling and route marching. The men, as a rule, perform duty singly, but there are localities where they need to be doubled.

2317. The CHAIRMAN.—In the daytime you have pointsmen, too?—Yes. We have what we call protection points and we have also traffic points. There are thirty-five traffic men in the city, and there are 156 men employed on protection points—that is, protecting the localities where the two parties come into contact.

2318. Are these protection points singly or doubly manned?—Singly, as a rule.

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2319. Mr. HEADLAM.—Have you experience in protection points across the Channel?—No, sir.

2320. Can you say whether the system in Belfast is the same as the system in Liverpool?—I cannot say of my own knowledge, but I understood that the gentlemen that were concerned in devising the existing system visited all cities in England before their recommendations were made, so I presume that the system is the same.

2321. But you don't require more points per population?—Yes, sir; we require more men and more points. It is mainly a working-class population, and party feeling gets very intense sometimes.

2322. You don't know whether it is worse than in Glasgow in the working-class districts?—I think it is very much so.

2323. In Glasgow it is very rough, too?—I was referring to party feeling. I think that party feeling in Belfast is worse than in Glasgow or Liverpool from what I have heard of these cities. That is the ordinary routine of duty in the city for each man, and each man does six hours duty except the night man, who does seven hours.

2324. The CHAIRMAN.—Now, come to the sergeants?—The sergeant performs his duty in a great number of ways—he visits the men and exercises superintendence over the street work. The head constables, of whom there is one in each district, are also in charge of divisional duty. There are four head constables in each district—one is the senior head constable, who assists the district inspector and looks after inquests, and makes inquiries, and the other men are the men that do the actual supervision duty in each district.

2325. How are prisoners taken after arrest in Belfast?—Prisoners are taken to the police office. There is a patrol wagon, which is supplied by the Corporation and supplied to the police. If a prisoner resists arrest he is put into that wagon, and he is brought in it to the barracks or to the police office. After twelve o'clock in the night we don't run that police wagon and a car has to be employed, which is paid for by the Corporation.

2326. Are there instances in which men are kept waiting for the patrol wagon?—No, unless it is in use.

2327. And the system is that all the prisoners are taken with as little delay as possible to the Central Police Office?—Yes, that is so. As a general rule, a prisoner in ordinary times is taken to the police office when there is time.

2328. And there is accommodation in some barracks that admits of that being done?—Yes: there are some large barracks.

2329. Give us an account of the staff of police in that police office?—There are two head constables, five sergeants, and twenty-five men.

2330. And they are relieved?—Yes, of night duty. The ordinary head constable is responsible for the taking of the charges. The sergeants are responsible for the superintendence of the duties of the men, and they have the records. We have records by which the record of every man can be turned up in a very short time. They are entered first in a general book and they are posted afterwards, and you can go to the police office and if you want the record of any criminal you can look it up. These are supplied to the magistrates in court, and it is the only means they have in Belfast for that purpose.

2331. And you have a small staff for attendance at the Police Court?—Yes, sir.

2332. And then you have a detective staff?—Yes, sir.

2333. How is that comprised?—It is divided into two lots—the central one consisting of a district inspector and the detective branch.

2334. Mr. HEADLAM.—Is that one of the seven district inspectors?—Yes.

2335. The CHAIRMAN.—He is not in a district?—No, he is the senior inspector.

2336. Mr. STARRIE.—Is he also Assistant Commissioner?—Yes, sir; in my absence, and if there is any pressure, he takes control.

2337. The CHAIRMAN.—And you have then?—We have then the central detectives. The total number of detectives for the city is one head constable, 13 sergeants, 46 constables—60 of all ranks.

2338. Is that the central?—Well, that is the two staffs, but we combine them in many ways for the purpose of duty. In each district there is a sergeant and five men, who deal with the ordinary matters in that district. If inquiries come from other districts, the inquiries are made by the central men. The staffs are interchangeable, and there is not the slightest friction between the two.

2339. And the head constables of districts. You told us that they discharge duty, one day and the other night?—I think not, sir. That is the police office.

2340. But the district head constables?—Oh, there are three of these—one man does the day duty and another does the evening duty and another does the night duty. The senior head constable assists the district inspector, and attends inquests and supervises generally. Acts in a good deal for his officer.

2341. Quite so; and then the officers?—There are six officers attached to districts and each officer is responsible for the peace of his district. On each occasion when these bands go out and Sunday School excursions and processions and route marches take place the officer of the district prepares a form showing the points of his district which are danger points, and the number of men that he thinks of placing upon these points; the hour at which they leave, and the route they go and the route they return. When the route is dangerous we endeavour to have it changed by using influence with the various people concerned, and sometimes we succeed and at other times we don't. These returns dealing with the routes come in to me, and I see whether the arrangements for the preservation of the peace are adequate, and I approve of them if they are.

2342. That is a frequent occurrence?—Oh, yes; we have a crowd of bands out on Saturday nights.

2343. And the police officer in Belfast is not often off duty?—No; he hasn't much spare time. He has his office work and his returns and his men and the Police Courts, in which he has to prosecute for indictable offences, which occupies a good deal of his time.

2344. Is there a prosecutor paid by the Council?—Yes; but he only deals with the offences interesting the Corporation; and the District Inspector prosecutes in indictable offences, which are not taken up by the Crown Solicitor.

2345. Mr. HEADLAM.—I just want to know how long this state of affairs has been going on—has it been worse for the last two years?—Yes.

2346. And before two years ago it was not the custom to have seven or eight or ten processions every night?—No, not every night; but certainly one night in the week.

2347. But recently it has been every night in the week?—Well, there are Unionist Clubs and route marches almost every night in the week.

2348. How are the detectives chosen?—We select men from the uniformed ranks who have shown detective ability—that is, when we find a man that has made some good cases and shown an aptitude for the work, and good powers of observation—these are the men we select.

2349. And they get extra pay?—Well, they get a plain clothes allowance, but they are not paid extra. They work to a large extent under the direction of their officers.

2350. They don't do regular police duty?—No, cases are assigned to them to investigate. Then, of course, they are most useful in cases of processions and bands and disturbances. I cannot speak too highly of the work that the plain clothes men have done in Belfast in time of disturbances. They have been complimented over and over again by the judges. They are able to get closer to the crowds than the men in uniform.

2351. The CHAIRMAN.—There has been an increase in the population; but these difficulties have existed in

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Belfast for fifty years more or less?—Certainly. I think so. I found on my return to duty in Belfast that the party feeling had almost died down, but I am sorry to say that it is now as intense and bitter as ever.

2352. Mr. HEADLAM.—That is to say that it has got worse for the last five or six years?—Yes, and it has become as bad now as ever it was in the history of the town.

2353. The CHAIRMAN.—Can you tell us any more as to the ordinary duties of the police?—Well, I have dealt with bands and excursions and processions, and during the summer months when excitement runs high we have to watch the factories as the men and women come out from work on the streets. There may be party cries raised and women may assault each other, and party feeling may get to a dangerous pass. In all these times it is essential to have the police at the factories and mills both when the people are going in in the morning and coming out at dinner time, and the same again at five or six o'clock in the evening. All the routes by which they come and go have to be watched, and it is only really by taking precautions that you avoid serious disturbances. To do that entails a lot of extra work on the men there. Then, of course, in the larger processions we have to man the side streets and the cross streets between the two parties, who live in well-defined localities.

2354. Yes, well defined areas?—Yes, there is a Roman Catholic and an Orange area, and these streets have to be looked after. The ordinary duty comes to about eight hours a day. In that I have not taken into account the confinement to barracks. There are several times of confinement to barracks. That is where I, as Commissioner, think that the entire Force should be confined. That is not so very frequent, though, but we frequently confine the men in districts of the city, and sometimes there are occasions when we form reserves in barracks. That is not taken into account in the eight hours average in Belfast. The eight hours is the actual work on the street, and that means a fifty-six hour week, because they work the entire week, so they are very much on a par with the other workers in Belfast as regards the weekly hours.

2355. The CHAIRMAN.—What about the leave?—Well, a man is entitled to the ordinary leave. He gets a month's leave, circumstances permitting.

2356. Mr. HEADLAM.—Do circumstances often permit the men getting leave?—Oh, I have frequently had to keep down leave. From May to August you can give no leave except in cases of illness or the death of relatives. The men don't ask for leave; they realise our difficulties.

2357. The CHAIRMAN.—Have you any leave corresponding to the short leave in the country?—Yes, a sergeant can give a man twelve hours' leave once a month. A station sergeant can get permission given any well-conducted man if he is not confined to barracks, and if he is not required for duty.

2358. That is, of course, if it does not interfere with his proper rest which fits him for duty?—No, of course, he could not do it night after night. The evening man could not do it nor the night man.

2359. Mr. HEADLAM.—Do you think that most of the men get their month in the year?—I am not so sure that they all do. I try to give it to as many as possible, but I cannot say that every man in the city of Belfast gets his month.

2360. The CHAIRMAN.—Perhaps we might return now to the question of the pay and the allowances of the men. What is your view on these points?—Well, as I have said, most of the extra duty does not mean extra remuneration, but occasionally during actual disturbances or when the men cannot be relieved for their meals, the Inspector-General has very kindly allowed them to get an extra allowance. I wish to qualify my statement in that respect.

2361. How often does that occur? Is it a general concession?—No, it must be made with the approval of the Inspector-General. I don't know, but I believe other witnesses have given you evidence as regards the rates of pay and the increase of pay since 1900 in Belfast City.

2362. Yes, and the matter of prices?—Well, I don't think I need dwell upon that, but it is an undoubted fact that the prices and the cost of living have gone up very materially.

2363. Do men do duty in other districts than their own in Belfast?—Oh, yes, they are interchangeable. For example, if a disturbance breaks out in the Shankill Road every man that is available is brought up there at once to cope with the disturbance, and as the Inspector-General has reminded me there is the example of what took place last July when, after the occurrence in Castledawson, trouble broke out on Queen's Island and we had to go down there, and in fact had also to get military assistance, and even with the military assistance assaults took place and we were kept down there on duty from six in the morning until six in the evening. Thousands of men came out at the dinner hour, and we tried to prevent assaults and we couldn't do so. But finally we stopped them. That was very heavy duty, and it went on for six weeks. Then the Catholics came back very slowly and we had to keep protecting them. That is a periodical occurrence on Queen's Island. It occurred in 1903 and in 1905 in connection with the making of the Musgrave channel, and last year.

2364. The CHAIRMAN.—And the Belfast Force seems to rely upon its own strength?—I think so. It would be a great mistake to bring in men who didn't know the town.

2365. Formerly they were brought in?—Yes, but it was not very conducive to peace. Everyone objected to it, and perhaps reasonably. Any stranger stationed at McCoombe's factory and seeing thousands of people coming out with their faces black, and then the thousands at Harland and Wolff's on Queen's Island, would not know what to think of it, and might suppose an attack was threatened.

2366. How many men are there employed in the shipyards?—In Harland and Wolff's there are some 22,000. There are at least 5,000 in Workman and Clarke's on the north side of the river.

2367. These are the two principal yards?—Yes.

2368. Mr. STARKIE.—Don't the Harbour Police control the dockyards?—They are supposed to control the dockyards, but when any disturbance occurs we are supposed to go there and preserve the peace. The Harbour Police would be absolutely no use there.

2369. Mr. HEADLAM.—Who are the harbour police?—They are employed and paid by the Harbour Board.

2370. The CHAIRMAN.—The Harbour Commissioners charge dues and employ these men as watchmen?—Yes.

2371. And they are simply on watch?—Yes.

2372. Mr. HEADLAM.—Are they ex-policemen?—No, there are a considerable number of them ex-soldiers, but there are very few of the ex-policemen. The superintendent of the harbour police is an ex-sergeant of the R.I.C., and he receives a very considerable salary—I may say greater than some of the district inspectors.

2373. The CHAIRMAN.—I suppose you have an idea of what former witnesses said here. Now, we don't want to limit you at all, but it may not be necessary to go over the same ground again. At the same time you can give anything you like to say about the Belfast conditions?—I have heard that the men require a rise of pay commensurate with the increased cost of living. It is not a matter for me to say what it should be, but I think they require a substantial rise in pay to enable them to live in comfort. It is almost impossible for a married man to educate five or six children and bring them up and clothe them and feed himself and them properly on the existing pay. He may do it up to a certain point, but it becomes almost impossible when any illness comes along or any untoward event, such as the case of a death.

2374. Mr. HEADLAM.—Have you any cases of complaints?—I have not, but I believe there is a great deal of debt.

2375. Have you actual experience of the actual rise in the prices of commodities?—Well, I was in Belfast first as District Inspector for five years, and I came back again to the city as Commissioner, and I don't

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think I am any way better than I was. My expenses have not increased to any extent, but I certainly know that the money does not go nearly so far as it used. I have to make my wife a very much larger allowance than in the earlier days.

2376. The CHAIRMAN.—In fact you are not very much better off now than when you were an inspector in Belfast?—I cannot say that I am. I have not been able in either case to save very much money. And in addition to that I think service in Belfast must be made more attractive. The duties are more irksome and dangerous and heavy than in the country, and I believe that the next collision between the police and the people in Belfast will be of a much more serious character than before. The people themselves are now armed, and there is no doubt that the next collision is going to be a very serious one. Of course, we had the Peace Preservation Act in force and under it no arms could be carried except stones and missiles, but now everyone in Belfast carries a revolver or automatic pistol, so that the work is becoming more difficult every year.

2377. Mr. HEADLAM.—And the repeal of the Peace Preservation Act has increased your difficulties?—Yes, because we have no control over the people with arms. We cannot take them from them.

2378. Mr. STARKIE.—But they can be prosecuted by the Revenue Authorities?—Yes, but if 10/- is paid the Revenue will not prosecute. If a man pays the revenue a prosecution will not come up. I merely mention this to show that the work is likely to be worse in the future than it has been in the past, and I think there should be some special provision made for the Belfast Police to render their service more attractive. Their allowance at present is two shillings a week. That is not sufficient to attract the best class of men from the country. I admit that we might get men who would desire amusement, but these are not the best class to get, and I think the service in Belfast should be made much more attractive, and also that they should get an increase.

2379. The CHAIRMAN.—The Belfast allowance is two shillings a week?—Yes.

2380. And the night watch allowance?—It comes to about 10½d., or £2 5s. per annum.

2381. And is it not by the night?—Yes, it comes every fourth month, and that would be 15/- every fourth month.

2382. And then there is some extra lodging allowance?—Yes, of three shillings instead of two shillings, as it is in the country.

2383. Mr. STARKIE.—That is common to other cities in Ireland?—I am not aware.

2384. The CHAIRMAN.—Yes, Derry, Cork, Limerick, Waterford, and the Depot.

Witness.—I am not aware of it; but the actual cost comes to about six and elevenpence. I have an average return here of the cost of lodging in various portions of the city of Belfast, and the average is 6/11 a week.

2385. Are they required in Belfast to bring themselves within any particular distance of the barrack to which they belong?—I cannot tell you that. If you went up the Shankhill Road or the Falls Road the police cannot get a house there at all.

2386. Mr. HEADLAM.—Why can't they get them?—No they will not be given to them; they will only be given to the men who will have votes. Building has practically ceased in Belfast, and the landlords have taken advantage of this and the increase in population to increase the rents.

2387. The CHAIRMAN.—We were told there were a considerable number of the slum districts in Belfast being pulled down?—Yes, that might affect a single district, but I don't think it would affect the entire area. Take the Millfield, that was all pulled down. As a matter of fact, in that "E" Division when I was in charge of it there were five thousand houses vacant, but now you can't get a house vacant in any locality.

2388. When you speak of something exceptional being done for the Force in Belfast, did you think of the difficulties that might arise when it came to pension time?—Well, of course, I thought it over.

2389. Have you any suggestion or remedy for that?—The men, of course, are anxious for an increase in pension as well, but I thought that something might be done as to an increase of pay in connection with the Belfast allowance, and the increase in the lodging allowance, and I think it would not be a bad scheme if the lodging allowance were made pensionable, as with the officers.

2390. Mr. HEADLAM.—Would not that be hard upon the unmarried men?—Well, the majority of the men marry.

2391. The CHAIRMAN.—Besides, the single man's rent counts with his pension?—Yes, it does.

2392. And it is paid for him?—Yes, it counts with his pension.

2393. And the additional allowance doesn't count for the married men?—Yes, although it does for the unmarried men.

2394. Mr. STARKIE.—If the pay of the police in Belfast was larger than the pay of the police in the country would you have any difficulty if you wanted to get rid of a man?—Well, it would be more difficult to get rid of them, and I think I should have to show very strong cause before the Inspector-General would consent to cut down a man's pay. Any of the men transferred from the city are mostly junior men. The senior men don't have to go very often.

2395. The CHAIRMAN.—At what period of service do your men retire? Do many men retire after twenty-five years?—I may say that men don't retire after the twenty-five years unless they get a promising billet.

2396. And then as regards the thirty years?—Most of the men serve more than thirty years. I have had men who served forty years, and who were most valuable men. I have one such man who is invaluable at the present moment. In the years 1912 and 1913, seventy-three men of all ranks retired on pension, many of them having twenty-five and twenty-six years' service, and taking the years 1908 and 1906, only forty-nine men went on pension, so that practically the pension rate for the last two years is double what it was.

2397. Might not that be attributable to a certain cycle of events?—No. I don't think so. I honestly think it was due to the situation, and the fact that they can possibly do better in civil life.

2398. Mr. HEADLAM.—Do you know if the men had already got something before they left on pension?—Yes, we have 595 pensioners in Belfast, and 269 are re-employed. Twenty-seven are in business for themselves, and 299 have got employment, but not very remunerative. Occasionally a man gets a very good job, but many of them are working for not very much.

2399. Is there any feeling against employing pensioners?—I don't think so. Many men would get employment from the Corporation, or anything of that kind.

2400. The CHAIRMAN.—Such as caretakers and collectors of rent, and that sort of employment?—Yes, that sort of employment at a certain rate of payment.

2401. And that is low?—Yes.

2402. Mr. STARKIE.—And I suppose as insurance agents?—Yes, but that is a very precarious method of living. Then, sir, I would like to call attention to the number of resignations, but I don't know whether that has been done.

2403. Mr. HEADLAM.—Do you mean resignations without pension?—Yes, we have fifty-five men retired in the year 1913.

2404. Forfeiting their pensions?—Yes, and their service.

2405. The CHAIRMAN.—Can you give us their service?—One of them had sixteen years' service, and entitled to pension.

2406. Mr. HEADLAM.—Why did he resign?—He thought he might better himself. He was a musician.

2407. Has he done better?—He went to New York, and he got employment in a theatre. I have lost sight of him. He was in exceptional circumstances, and he was one of those that married without permission, and he lost his lodging allowance, and he had a lot of medical attendance on his family. The men that resign without pension generally go to join another

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police force. We expend about £100 in training a man at the Depot, and he serves some time, and gains some experience in police work here, and he then thinks he can better himself in Canada or South Africa, or in Australia, and he resigns and goes away, and he joins the police force there, and they are very glad to get him.

2508. The CHAIRMAN.—Do many of your men join the forces in Great Britain?—Some, sir, but not many.

2409. Mr. HEADLAM.—How many of these voluntary resignations are to join these other police forces?—In the two years ending 1913, ninety-two resigned in the City of Belfast without pension. I can say that a fair number of them went to other police forces, but I can't give you the figures at present. I could ascertain them for you if you so desire.

2410. Mr. HEADLAM.—It would be interesting to know.

2411. Mr. STARKIE.—What was the longest service of these men?—Sixteen years.

2412. And he had just become pensionable?—Yes, in case of incapacity. In previous years the number of resignations were very few—in fact in the year 1912 there were more resignations than in the five years before. Twenty-nine of these men went to better their positions, and more went because of inadequate pay.

2413. Mr. HEADLAM.—And what do they do?—Some of them went to police forces—I can't tell you how many.

2414. And they would be all men that had saved a little money?—Well, I can't say. I have known the men to give money to men that were going away, and subscribe to help them. I have known that to happen. The savings even of a single man cannot be very much.

2415. But he would not go into the open market without having something in his pocket?—No.

2416. And therefore it would be rather interesting to get details of some of the ultimate careers of these men?—I can give you some of them from my records, because they generally apply for references, etc., to the Inspector-General, who sends them on to me.

2417. The CHAIRMAN.—From the Colonies?—Yes.

2418. And do they write for character?—Yes. I don't really think any man has very much capital.

2419. He gets assisted passages to Australia for £6 15s.?—Yes, and there are assisted passages to Canada, too.

2420. Mr. STARKIE.—Have you anything to say about the question of promotion?—Well, promotion is exceedingly slow. The average time for promotion was 23 years, but it has now been reduced to 20 years, but with the exception of "P." men, who qualify by examination, the men have to serve 22 years before they get their first chance of a step.

2421. The CHAIRMAN.—There was some reference made here to the position of County Inspectors' clerks?—Yes.

2422. Have you anything to say about that?—A man either qualifies or passes an examination, and when he has five years' service, and is a man of good character, he is recommended for the position of County Inspector's Clerk, and after some years he gets his promotion to the rank of acting-sergeant; and when a man serves six years as County Inspector's Clerk, he becomes eligible for a certain proportion of the vacancies.

2423. To begin with, the man must be selected for his general efficiency and good character?—Yes, he must be efficient, and must have a good character, and must know something of his work.

2424. And while he is serving he has to discharge very onerous duties?—Oh, yes. He has access to most of the papers in the office, and his work is very heavy. A clerk is very heavily worked.

2425. And the men outside think that the clerk is not doing much?—Well, I think that the clerk in a big office has a great deal of responsibility and a great deal of work in returns of various kinds and the keeping of criminal statistics. That refers to the country, and not to Belfast. I think that he has a great deal of work and a great deal of responsibility.

2426. There seems to be some inducement to persuade a man to go in for a clerkship?—There are men with a natural aptitude for clerical work, and they would go in for it the same as others would go in for other work.

2427. Mr. HEADLAM.—Some witnesses suggested that it would be a good thing if promotion were all over Ireland, and not confined to the country?—Yes; I have often thought of that. In Belfast, where I have 150 men on the promotion list, that promotion would not be exhausted in the ordinary course of events in ten years, and that means that the other men that should qualify afterwards are shoved down to the bottom. If a good man passes a good examination this year he is entitled to seniority on the list, and I dare say that man would much prefer to have promotion made general over the country.

2428. Mr. STARKIE.—That would entail transfers from one county to another?—Yes, and it would entail a County Inspector getting a man that he didn't know, and of whom he saw no experience. For instance, I would send a man to another county, and the County Inspector there would not think that the man was suitable.

2429. The CHAIRMAN.—It was proposed that there should be some central authority?—Well, you know that examinations are all very well, and a man may be a book-worm, and not be a practical policeman.

2430. The man is the question?—Yes. A man may be a very learned gentleman, and may not be able to handle the men, or do his work. And, on the other hand, a man may be a fine policeman, and yet know very little of these subjects.

2431. Mr. HEADLAM.—Can you tell me your decision, weighing the pro's and con's, as to the comparative advantage of promotion all over the country?—I would like to see the age of promotion reduced. If you take a man and promote him at twenty years' service to the rank of sergeant when he gets his promotion and his rank he is losing all incentive to energy and work, but if you reduced the age it would be a decided advantage, and would give the man a prospect of continued promotion.

2432. And you think this continued promotion would shorten the period?—Yes.

2433. The CHAIRMAN.—The average time now would be longer than it used to be?—Yes, because the "P." men take a greater proportion of the promotions.

2434. Mr. STARKIE.—They take a third of the vacancies?—Yes, and that, of course, is a block to promotion, because the "P." man is promoted after seven years' service.

2435. The CHAIRMAN.—We were told that there were 192 promotions, and that of these thirty were "P." men?—Yes. Of course, the "P." system itself, although it gives you very intelligent men, reduces the number of promotions in the force, because a man is promoted after seven years' service, and he holds the position of sergeant for 15 or 16 or 18 years; if seniority men were promoted you would have more sergeants retiring.

2436. Mr. HEADLAM.—Then other witnesses have put before us that all the posts of District Inspectors should be filled by promotion from the ranks?—Well, there are a good many promotions from the ranks where the men are extremely efficient and good men.

2437. And the tendency is rather to get them too old?—Yes, that is perhaps the tendency.

2438. Have you any other ideas about organisation?—There is one thing that struck me, and that is the age limit for promotion to head constables in the country.

2439. And they never get the chance of becoming district inspectors?—Yes. I have one man in my mind, and he is an admirable man, and he would make one of the best inspectors in the service, but he is over the age for the next examination. The age limit at present strikes a good many of the men very badly.

2440. Mr. STARKIE.—What is the age limit for examination?—Forty-five years, and for seniority forty-eight years.

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Mr. THOMAS J. SMITH examined.

[Continued.]

2441. Mr. STARKIE.—It used to be forty-two.

2442. Mr. HEADLAM.—Do you think that the men are allowed to marry too early, or should they be allowed to marry earlier?—I like the married man; he is a steady man. I like the married man.

2443. Would you like them to marry before seven years?—They could not on their pay, but I would give them lodging allowance from the date of marriage.

2444. Instead of after seven years?—Yes.

The CHAIRMAN.—Thank you, Mr. Smith.

Mr. JAMES WOODS examined.

2445. The CHAIRMAN.—What is your Christian name?—James.

2446. You, I think, are Manager of Messrs. Forster, Green and Company's establishment in Belfast?—Yes.

2447. One of the largest establishments, I think, in that city?—Yes, I think one of the largest in the city.

2448. Now you have been good enough to come here, Mr. Woods, to give us some information in general on the subject of the increase in the cost of living, and perhaps the higher standard of living in latter years, and particularly in Belfast. I understand that some of the members of the Force gave you an idea of the sort of thing that you might mention to us. Is that so?—Yes, just at the time of the sitting of the Commission some of the Force called on our firm to name some person to come up to the Commission, and give you some information on the subject you have referred to. There is no doubt but there has been a great increase in the cost of living, and I would like to know how far you would like me to go back.

2449. We would like you to go back at least ten or twelve years?—Well, of course, I can go back thirty years, and give you the prices of things that obtained then.

2450. Mr. HEADLAM.—Yes, we would like that. Will you give them, please?—I remember when I was a boy myself the prices of a great many articles I bought, and the same advanced more than fifty per cent. since then. That would be away in the 'seventies.

2451. The CHAIRMAN.—And about the period '82 to '86, can you tell us whether the prices were enormously high?—Yes, some things were abnormally high then—from 1886 down. I think that the £1 in 1896 would cover only 16/- worth at the present time—that is 20 per cent. less.

2452. You mean £1 laid out on the ordinary commodities that a person would purchase for household use?—Yes.

2453. Mr. HEADLAM.—That evidence is rather contrary to the Board of Trade evidence, which says that the cost of living had risen from 1877, and previous to that it had fallen, and it is approximately now at the rate of 1884, and that is for the United Kingdom generally.

Witness.—Here are some prices in 1900:—1½ stone of flour cost 1/10½; ¼ stone of meal cost 3d.; ½ pound of tea, 5d.; 1 pound of currants, 4d.; 1 pound of tapioca, 3d.; 1 pound of peas, 2½d.; 1 pound of haricot beans, 3d.; 2 pounds of bacon, 1/2; 1 pound of lard, 5½d. (I paid 9d. a pound for that the other day myself); 1 pound of cheese, 7d.; 1 pound of butter, 1/-; 1 tin of condensed milk, 5½d. That is in 1900 these articles cost 7/3. In 1904 the very same articles only cost 7/8.

2454. The CHAIRMAN.—What was the first date?—1900.

2455. And the next?—1904, and in 1912 the same articles cost 9/3. The great advance is in the price of bacon. For instance, in 1905 the wholesale price of Limerick bacon was 53/6, and in 1913, 67/-, and another article that has advanced very much is coal. I bought coal myself in 1900, and paid 20/6 a ton for it, and I bought it this year and paid 27/6 for it. I was just reading an article in the *Daily Mail* coming up in the train to-day, and I saw in it an article by a gentleman who has great experience in the provision trade in England, and is a director of a large grocery concern, and he gives some prices, and he gives the prices in 1889 of bacon and butter and cheese. American bacon was then retailed at 5½d. per lb., cheese 6d. per lb., and butter at 1/1 per lb.

2456. Mr. HEADLAM.—Is that in London?—It is written by Mr. Felix J. Blakemore, Chairman of

Directors, Blakemore and Sons, Ltd., and President of the Wolverhampton and District Grocers and Provision Merchants' Association, and he goes on to say that owing to the motor traffic and the doing away of the horse traffic, he expects that a lot of food that would be used for horses would come into use for the human family; but I don't agree with him, because we are getting into the style of more luxurious living. What would be thought the bare necessities of life now would be considered luxuries some ten years ago, and this advance of prices is not confined to England and Ireland alone, but you have it all over the whole world. Prices have gone up in England, in Canada, in the United States, and in Austria and in Germany it has been felt so keenly that some of the municipalities are building up large stores outside the cities to feed hogs, and to buy hogs to feed them for the butchers, and thus keep down the prices.

2457. Mr. HEADLAM.—Have you got any list of prices of commodities for any earlier period than 1900?—No, I have not. We destroyed a lot of books up to that date. Of course, I can give you some from away back to '57, but tea and sugar were very dear at that time.

2458. Did you say 5d. for half a pound of tea?—Yes.

2459. Is not that rather cheap?—Yes, that is rather a very cheap class of tea. Cheap teas have advanced within the last twelve years 25 per cent. The very cheap class of tea at 6½d. a pound last year is now 8½d. a pound, and if you add the duty you get 1/2 a pound.

2460. The CHAIRMAN.—Can you go back to the period of about 1884—was one commodity (coal) very dear then owing to more prosperity in trade all round?—Yes, for some short time then coal was at a very high price. Miners then were drinking champagne instead of lemonade.

2461. Coal was £2 a ton at that time in Belfast?—Yes, but that only lasted a few months.

2462. There was a great wave of prosperity, and everything went up in price?—Yes, but it lasted for a very short time.

2463. Since 1900, what as been the advance in the price of the various commodities?—I would say at least 20 per cent. There is not an article—such as clothing, for instance—that has not gone up—clothing and boots, and everything that you can buy, has gone up, and education is dearer, and house rent has gone up considerably. I lived in a house for 14 years in the Knock district of Belfast. I paid for it £42 and taxes, and the landlord, when I left it, raised the rent to £50, with taxes, on the tenant that got it.

2464. Have you experience of labour in Belfast in reference to wages?—Yes; the carters in Belfast got an advance in 1907 of 1/6 a week, and in 1911 they got another 1/6 a week, and in 1914 they have got another. They have got 5/- a week advance since 1911.

2465. Mr. HEADLAM.—Is that the carters driving vans?—Yes.

2466. The CHAIRMAN.—What did it start from?—From 21/-, and they have now 26/6, and the other wages in proportion. Ordinary men—packers and porters, and that class—have got an advance of about 3/- a week, and boys from 1/- to 1/6 a week.

2467. Are these all unskilled labourers?—Yes. I have not much information about skilled labour, but I think that all skilled labour has advanced. I don't know that the building trade has advanced, because it is almost at a standstill for some time.

2468. Mr. HEADLAM.—Are you an employer of labour yourself?—Yes, shop hauls and carters.

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Mr. JAMES WOODS examined.

[Continued.]

2469. Have you had to increase your wages?—Yes. Our carters have not such hard work, and they get off early on Saturday. We pay them 24/6; formerly we paid them 22/-.

2470. The CHAIRMAN.—Are these carters van-drivers?—Yes.

2471. Do your shop assistants live in?—They all live out.

2472. And their salaries are growing too?—Yes. They run from £80 to £150 and up to £200 a year.

2473. That is behind the counter?—Yes, and then, of course, we have other hands in the wholesale department we only pay £100 a year.

2474. Mr. HEADLAM.—And how much did you raise those salaries?—Well, some of these would be ten per cent.

2475. And you have not a pension scheme?—No, we have not, but we have been thinking of it.

2476. The CHAIRMAN.—Are there pension schemes in any of the other business houses in Belfast?—Not in Belfast.

2477. How does the insurance come in with you?—Of course, the men have to pay their part and we pay our part. But formerly when the hands were ill they got their wages paid, but since the Insurance Act we don't pay them the full wages but we make up to them the difference between the insurance and what their salary would be.

2478. Have you got anything from the Insurance yet for your hands?—One or two of the men have got trifling things—ten shillings a week, or something like that.

2479. Now, Mr. Woods, about the rent of the small houses in Belfast, do you know anything about that?—I was just speaking to a house agent a few days ago, and I was asking him that question, and he said that the rents had gone up fully ten per cent. on small houses; and, of course, the cost of building houses new is considerably more than what it was. A house that would cost £80 formerly would cost over £100 now on account of the advance in wages and the price of materials; and then there are other things such as the insurance of employees and the higher rate of freight, and the men's wages are going up, and everything.

2480. From the source of supply until you get it?—Yes.

2481. Mr. STARKIE.—And it is the consumer that really pays?—Yes. I don't see that there is any likelihood at all of prices going back. At one time we got an enormous quantity of bacon and cheese from America, but the population there has increased enormously, and the supplies are wanted at home. We used to get 16,000 or 17,000 boxes of bacon weekly from America into Liverpool, but to-day they are sending us a bare average of 5,000 boxes of bacon and no cheese at all. The population is increasing at a more rapid rate than the production of food, and I am under the impression that there is no likelihood of our having any lower prices for a long time to come.

2482. The CHAIRMAN.—You think that the rise in prices last year is attributable to the abnormal wave of prosperity in trade, and that it is likely to continue?—Yes. I do not see how it can come back. They talk of getting the people on the land, but I don't think that will have the effect desired.

2483. Mr. HEADLAM.—Don't you think the high prices will stimulate production?—Over-production might affect the prices.

2484. The price is a curve, not a perpetually ascending line?—Some years ago there was a rubber boom, and the price of tapioca came down to 11/- a cwt., and immediately they over-produced the rubber they stopped this, and tapioca jumped up to nearly 30/- a cwt., and it has got back now to 20/- or 24/- a cwt. America is taking the tariffs off now, and I believe in a few years' time Germany will have to follow suit. On the whole, I think it is likely that the prices now will be maintained for a long time to come.

2485. You said that the building trade was slack in Belfast now?—Well, it is not exactly at a standstill, but there has not been so much building; whether it is owing to the legislation or what I don't know, but it has not been as brisk as it was some years ago.

2486. Is there much unemployment in the building trade?—I believe there is. The Corporation have pulled down a lot of slum property, and they are about building, and trying to borrow money now to put up buildings and houses for the working classes. I think it is very general over the building trade.

2487. When there is much unemployment prices tend to come down?—That is, you mean the price of commodities? As a rule, all other businesses in Belfast are very brisk. The fact of any one trade being slack would not affect prices. It would not be on a large enough scale.

2488. The CHAIRMAN.—Immense sums come into Belfast from the stranger to pay the wages of the ship-builder and the weaver and the factory hand?—Oh, yes.

2489. Mr. HEADLAM.—And the other trades are all very prosperous?—Yes; employment is good in Belfast at present. There is no slackness at all.

2490. Mr. STARKIE.—Is the cost of living in Belfast much higher than in the country?—I would say that it would be a little higher. Of course, when you go into a country town for something you might have to pay a higher price than in Belfast—for instance, for coal, 2/- or 3/- a ton more, probably. But, on the whole, it might be about ten per cent. higher in Belfast than in the country towns, although I notice in the Board of Trade returns that Derry was one of the cheapest cities in the Three Kingdoms. London was the highest.

2491. The CHAIRMAN.—We are very much obliged to you for coming here, and I think you have given us a good deal of not only valuable, but interesting information.

Witness.—There is nothing further I could give you, sir?

The CHAIRMAN.—Nothing.

Constable JOSEPH J. MARTIN examined.

2492. The CHAIRMAN.—What is your Christian name?—Joseph James.

2493. You are stationed at Newtownstewart?—Yes.

2494. How long are you there?—Three years and four months.

2495. What is your entire service?—Twenty-one years and ten months.

2496. What counties were you in?—Donegal and Tyrone. That is all.

2497. Are you a married man?—Yes.

2498. Have you a family?—Yes.

2499. How many children?—Five.

2500. Are you living in the barracks?—No, sir.

2501. What do you pay for house rent?—I am not paying any house rent presently.

2502. Well, I take it that you are not getting a house for nothing?—No, sir.

2503. Whom do you represent here?—The constables of the County Tyrone.

2504. And I presume they decided on giving you some instructions on what you are to present to us here?—Yes, sir.

2505. Have you it written?—Yes.

2506. Well now tell us what it is?—They ask that the constable's present rate of pay be increased at the very least to £1 14s. a week, and they also want the time for maximum pay to be reached at twelve years' service. The reasons are, the increased cost of living and the higher standard of efficiency expected of them. It has been put on record here before you that the head constables and sergeants cannot pay their way, and if that is so, I cannot see how the constables can, as they are paid at a much smaller rate. I can give you particulars as to my own accounts. In November, 1910, groceries and coal cost £3 15s; the rent of a house was £1 for a month; milk was 7/6; the barrack servant

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Constable JOSEPH J. MARTIN examined.

[Continued.]

cost me 1/6; potatoes, 5/-, and beef 15/-. That left me 3/7½ upon which to clothe my wife and children, and to pay for all other incidentals.

2507. Mr. HEADLAM.—How many children?—Five. In the month of December the groceries and coal were £3 9s. 4d.; the house rent £1; milk, 5/-; potatoes, 5/-; meat, 16/8½, and 1 load of turf 4/3. That left me 4/2½ upon which to clothe my wife and children. In January groceries were £3 10s.; house rent, £1; milk, 7/9, and the other items make a total of £6 0s. 1d., leaving me 8/5 to clothe my wife and children, and for all other purposes. And if I had added the difference in the price of coal as it is at present, I would have nothing at all left, as it was then £1 a ton, and it is now 29/6, so that there would be nothing left to pay incidental expenses, and to meet such demands as sickness would put upon me. I am aware of instances of a sergeant and a constable, members of whose families had to go to hospital, and their friends had to come to their assistance, and pay the expenses. A constable had a wife and ten children, and he was left with 3d. per head per day to feed and clothe his wife and her large family. Under the Army Act a soldier has to be provided with three meals at a cost of 1/8 a day, and in the case of this constable he has a little over that to provide for twelve. As regards efficiency we are supposed to be regular mines of information. Well now a policeman cannot be efficient unless he has some money in his pocket. He is a member of the community among whom he lives. He is asked for subscriptions from time to time for this thing and that thing; perhaps to buy a cow for a man or to bury a man, and he is expected to subscribe. He has to refuse, not that he doesn't wish to subscribe, but because he can't, and the consequence is that he cannot very well expect to find friends in that locality. That applies particularly to the North of Ireland. Coming to the question of lodging allowance, the married men ask that it be increased by double owing to the present tendency to put up rent. There was a sergeant in Newtownstewart who went on pension, and the house that he paid £14 a year for was raised in rent to £16, and it changed hands again last year at £18. The single men have also a hardship, because although he has the barrack, the public has the same right to the barrack that he has. Tramps and everyone must be brought in there.

2508. Mr. HEADLAM.—Where is that?—In the day-room where we take our meals. You cannot turn them out.

2509. The CHAIRMAN.—You mean after they are arrested?—Yes.

2510. And surely they are locked up in the barracks?—Yes, but it is often so full that it can't contain any more. The Government consider it necessary to deduct 4/4 a week for that, but I think that when they deduct that 4/4 they should provide suitable accommodation for it. As regards the matter of fuel allowance, the men want that doubled. It is hardly fair to expect them to heat the barracks for the public.

2511. What is this fuel allowance?—24/- a month.

2512. Is this a head station?—Yes.

2513. How many men?—Ten men at present.

2514. And is that the dayroom you are speaking of?—Yes, 14/- for the dayroom.

2515. And that, of course, is for the dayroom fire?—Yes.

2516. Are you aware that if you can make out a

case for it that can be increased?—Yes, and I have a great many instances where it was very hard to get it.

2517. Has it been increased in Newtownstewart?—No, sir.

2518. Mr. STARRIE.—How much coal is used in the month?—There would be up to 12 cwt. for the dayroom last January.

2519. Mr. HEADLAM.—Have you had to pay for extra coal out of your own pocket?—Yes.

2520. Have you applied to have it refunded?—No.

2521. The CHAIRMAN.—Is it not a joint and separate account?—Yes. As regards the promotion to the rank of sergeant, we ask that it be from a general list to be kept at headquarters, and that the "P." list as regards constables be abolished, and when a man is promoted to be a sergeant let him make use of the "P." list for further advancement, because we have had it on record here that young men, when they require to study, are sent to quiet stations, and less favoured people are sent to hard stations. We also ask that merit pay of 1/- a week be given to a constable of fifteen years' service, provided he has no unfavourable records, and also that pensions be struck on all pay and allowances, and that periods of service of 30 years should be abolished, and that men should retire on twenty-five years' service.

2522. Mr. HEADLAM.—Do you think that a man is unable to go on after 25 years' service?—No; a man may go up to 40 years, but he has very little to encourage him to do so.

2523. And why should he get the pension at 25?—In order to look out for himself.

2524. The CHAIRMAN.—What is your native county?—I was born in Belfast.

2525. Mr. HEADLAM.—Do you give us any figures as to prices?—No, sir. I thought you had quite sufficient.

2526. Yes, but not in Newtownstewart. Can you give us these?—In 1901 the price of a loaf was 4d. or 4½d., and it is at present 6d.; flour was 1/3 a stone it is now 1/8; beef has gone from 7d. to 10d. a pound; milk, 2d. to 3d. a quart; butter, 1/1 to 1/4 a pound; sugar, 1/8 to 2/6; bacon (Irish), 8d. to 1/1 a pound; bacon (American), 6d. to 10d.; coal, 19/- to £1 10s. a ton; oatmeal, 1/6 to 2/-; soap, 3d. to 3½d. a pound; eggs, 1/- to 1/5 a dozen; pork, 6d. to 9d. a pound; paraffin oil, 6d. to 9d. a gallon.

2527. Mr. HEADLAM.—You have collected these prices yourself?—Yes.

2528. From the shops?—Yes.

2529. Have you got any employment in your mind when you go out on pension, or any occupation that you can take up?—Yes.

2530. And there is no difficulty in pensioners getting occupation?—Yes, there is difficulty.

2531. Why is there difficulty?—There is great difficulty.

2532. Why the difficulty?—We are most obnoxious in the North by reason of our conflicts with the people.

2533. More particularly in the North?—I am only talking of the North.

2534. And nobody would give any employment to a pensioner?—No, except it would be a very small job.

2535. And you base your claim for increased pay chiefly on the increased cost of living?—Yes, sir.

The CHAIRMAN.—Thank you, constable.

Head Constable WILLIAM BUTLER examined.

2536. The CHAIRMAN.—Your Christian name?—William.

2537. You are stationed in the City of Cork?—Yes, sir.

2538. How long have you been there?—I am there two years.

2539. How long have you been head constable?—Seven years and eight months.

2540. In what places did you serve before coming to Cork City?—I commenced my service in the Co. Kerry in 1881. I went then to Roscommon. I served twelve months there, and in the introduction of the

"P." system I went on the first "P." list, and I took a place, and I was transferred on promotion to Galway East. I only remained there a short time in consequence of my wife's illness, and I was transferred to Cork, where I remained fourteen years, and on my promotion to the rank of head constable I was transferred to King's County, and the headquarters town that I was sent to there was discontinued, and I was transferred to Portlanna. I hadn't suitable schools for my children there, and I was transferred to Cork East again on my own application, and from that into the city.

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Head Constable WILLIAM BUTLER examined.

[Continued.]

2541. What family have you?—I have eight children.

2542. Have you accommodation in barracks?—I have accommodation myself in barracks, but five of my children are out.

2543. Are they over age?—Yes, sir.

2544. Are they doing for themselves?—Only one as yet, sir.

2545. And the other two are in charge of you?—Yes, there are seven of them in charge of me yet, but there is one living with me that is a little help. She is a monitress at school.

2546. What is your native place?—The County Meath.

2547. Whom do you represent in coming here?—I represent the head constables of Munster.

2548. And have you conferred with them as to the case you would present here to us?—Yes, sir.

2549. And I presume you have notes and particulars?—Yes, sir, I have.

2550. I don't want to suggest that you should not carry out fully your instructions, and tell us all that you wish to say, but it may not be necessary to go at very great length into points that have been already covered by other witnesses. However, will you give us your statement in your own words?—Well, the first request that I have to make is as to the pay of the head constables. They asked me to make a request that their pay be increased by at least twenty-five per cent. on their present income, and that claim is based on the increased standard of living and the increased cost of living. In proof of that I can put forward my own case, because I can vouch for its accuracy. I have taken a rough calculation of what it cost me in the month of January. My total expenditure was £11 16s. 5d., and my income £9 12s. 8d., which left me a deficit of £2 3s. 9d. a month.

2551. Mr. HEADLAM.—That doesn't happen every month?—For months past that has been my expenditure. I have expended two pounds in excess of my income. That would show a deficit for the year of about £26. That deficit has been made up by me from other sources, and I don't expect it will continue, as my children will be able to go out in the world for themselves. It is a little heavy on me at present, and will be for a couple of years more. Competition is very keen in every position in life, and you have to expend something extra for the education of children. Even in the City of Cork there is no free education, and if you wish your children to have a good position in life, you have to pay for their education, and pay very dear.

2552. The CHAIRMAN.—Are there any free schools in Cork?—Yes, there is one school to which two of my children are going, and it is free, but there is another, and my two little girls are going there, and I have to pay two guineas a quarter for each of them, and in St. Luke's National School if a child learns an extra subject you have to pay for it in addition to school fees. Some of the head constables asked me to represent to you and the Commissioners that the claim they are putting forward here for an increase of 25 or 30 per cent. of pay is due to the fact that our position as head constables had been overlooked in past Commissions, and we have benefited very little since 1872. The different Commissions that sat absolutely overlooked the rank of head constable, and we don't understand why, because the responsibilities of their positions are considerable. I have heard that Head Constable Molseed, of Belfast, gave a very detailed statement as to his duties, and I heard Mr. Smith, the Commissioner, giving his statement this morning, and the duties differ in no way in Cork from Belfast. They are exactly on similar lines and the same division of duty—from 6 to 9 and 3 to 6, and from 9 a.m. running on to 3, and so on, to the night men coming on at 11, and continuing until 6 in the morning.

2553. The CHAIRMAN.—Do the Cork Corporation pay the night watch?—No, sir, our men in Cork City are in receipt of sixpence a day on any day that a man does beat duty—by day or by night. In case any allowance should be made in Ireland by reason of this night duty, I certainly say that they should be put on the same list.

2554. Mr. STARKIE.—What does beat duty allowance come to annually?—Oh, I would say about £6 a year.

2555. The CHAIRMAN.—I suppose it is about five or six days a week on the average?—Yes, sir.

2556. You heard a good deal about Belfast; were you ever there on duty?—I never had the pleasure of seeing Belfast myself, but there is one thing that I would like to say. I would like to see them compensated there in any way that you think fit, but the head constable who is sent to Belfast or Cork has privileges and advantages that the head constables in the country have not, and I think they are sufficiently compensated by these privileges and allowances without giving them an extra rise of pay, and I would like to see the head constables in the country on the same rate all over.

2557. All over Ireland?—Yes, all over Ireland.

2558. And would you apply that to the sergeants and constables too?—Yes, I would, because the sergeants and every man stationed in that city have privileges, and they are anxious to go into the city. They have schools for their children, and other things of that kind, that you can't get in the country, and if they want to buy any articles in the city they can do so without paying the cost of transfer extra.

2559. And you think that the rates of pay should be uniform?—Yes, I think it would create a great feeling of jealousy among the head constables in the country if the head constables in the city got something extra. I can say that men are actually in want at the present day, and have actually to deny themselves.

2560. Mr. STARKIE.—Is there a desire on the part of the men in the East Cork Riding to get into the city?—I have always seen them so inclined. They are so inclined. It is not everybody that would be taken into the city. In connection with rents, I would like to say that rents in Cork are as dear, or even dearer, than in Belfast. I have had a conversation with a head constable from Belfast, and I found that you can get a first-class house in Belfast for £18, and a small house in Cork would cost you from £22 to £24 a year. I heard that evidence has been given here as to the rise and increase in prices, and as Cork has been enumerated among these towns in the Board of Trade return, I don't intend to go into the rates. I rely upon this Board of Trade return that shows an increase of 13.7 as the mean for Cork. However, I say that from my inquiries of the traders the increase in Cork would be 20 per cent. I would take 1896 as the lowest year, and except in 1899, when there was a slight drop, the prices have crept up steadily up to 1912, and even since then there has been a rise. Up to 1912 the rise would be about 20 per cent. on commodities in Cork, and more in some cases, such as leather. Good boots are very necessary for the policemen in Cork. It is a very low-lying city and very damp, and you must have the best boots on your feet if you want to keep dry. The average cost of boots in Cork is £1, and you often have to pay £1 2s.

2561. The CHAIRMAN.—Are these boots locally made?—There is a large boot factory there, but they don't wear these boots; they are not damp-proof, but they wear boots made by local shoe-makers—hand-made boots. The next important matter that I wish to bring before your notice is that of the pensions. There is a universal voice in asking to have the allowances added to the pay in calculating a man's pension.

2562. The CHAIRMAN.—And the allowances?—The allowances enumerated for me here to put forward are lodging allowance, clothing allowance, charge allowance, and the boot allowance. They prefer that some fixed sum should be put down in lieu of all these allowances, as is done in the Prison Service, so that, whether a man is living in barracks or not, said sum could be added when calculating pension.

2563. That is a fixed sum for each rank?—Yes. In the Prisons Service in the case of a chief warder or a 3rd class warder there is a fixed sum added to his pay when calculating his pension. The sum of £18 is added to his pay when calculating his pension.

2564. And your idea is that there should be so much added in the case of sergeants and constables and so much for the head constables?—Yes.

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Head Constable WILLIAM BUTLER examined.

[Continued.]

2565. Whether in barracks or in lodgings?—Yes; but I am dealing only with the married men.

2566. Only married men?—Yes. If a man is in barracks and has no lodging allowance said fixed sum should be added to his pay when calculating his pension.

2567. Then you would have two classes?—Yes, the married man and single man.

2568. That would be great ingratitude to the young lads?—There is nothing to prevent every man from getting married, and if they did it might help to solve such questions as the suffragette question. Again, sir, I would like to impress upon you the disadvantages the police labour under when they get out on pension. It is caused absolutely by the change in the government of our country and other circumstances, and when a police pensioner goes out on pension he is debarred from any position. I have experience of that lately. The present Government is not taking any police pensioners as long as they can get pensioners from branches such as the army and navy.

2569. What kind of positions are these?—Well Custom House watchmen. I was inquiring about this lately and I was told that there was a rule not to take police pensioners as long as there were army or navy pensioners available.

2570. Mr. HEADLAM.—They think their first duty is to the army or navy pensioner?—Well, I think the soldier's position is far better than that of a policeman. There are other things too in Cork of my own knowledge to which I wish to call attention. I know that there are some police pensioners in Cork holding some very nice positions, and there are a good number that are idle.

2571. Mr. STARKIE.—There was a good appointment recently given to a retired sergeant in Cork?—Yes, Sergeant Edwards got a good position in Riverstown, outside Cork.

2572. And was there not the case of Sergeant Ryan in Cork?—Yes, Sergeant Ryan got a position as inspector under the Education Act.

2573. Is that exceptional?—Yes; that man was elected after he had been a long time in the city. When the Committee met to elect him there were two clergymen present, one a Roman Catholic. The voting was equal, and the casting vote given by the Roman Catholic Clergyman in the chair got him elected. There was considerable uproar about it afterwards, and the clergyman was condemned, and openly condemned, for electing any policeman to a position of that kind in Cork. There is a society there and it is impossible for any policeman to get a position.

2574. The CHAIRMAN.—Who were the other candidates?—There were only two. The other was a civilian. The police pensioner was really the only qualified person for the position. Nobody can equal a police pensioner for carrying out that Act.

2575. Mr. STARKIE.—They could not have got a better man?—No, sir. I have also been asked to bring before you the rules passed by public bodies preventing the employment of police pensioners. That has happened in Tralee.

2576. Mr. HEADLAM.—What is the public body?—The County Council of Kerry. I have been asked to say that the present Crown Solicitor for Kerry was in the chair on that occasion, and Mr. Murphy who moved the resolution was subsequently appointed a Justice of the Peace, and he is the man that the police have now got to salute. The other public body that passed a resolution of that kind is the Waterford Corporation.

2577. Did they give any reason for their action?—No, except the resolution. There is no reason given, but we all know really the reason why we are not employed.

2578. They didn't give any reason?—No, sir. They passed a resolution also that artisans' dwellings are not to be let to policemen or police pensioners.

2579. Police or police pensioners?—Oh, policemen would not be allowed into them. They did get into them in Tralee and they had to get out of them. I think recruiting has been sufficiently dealt with, and it didn't affect us in the city of Cork, because very few candidates come into us. I only saw one candidate in the city in my time, and he was not up to the standard. The list of promotion would be my next point. I was

glad to hear Mr. Smith of Belfast make mention of the matter, and the point put forward that the age limit fixed debarring head constables from advancement should be extended or altogether abolished. You will find that this is the only branch of the service penalised by the element of age. I was a "P" man myself but I didn't get my promotion to the rank of head constable at an early age. When I attained that rank I was 42 years of age. Of course, when it comes to the seniority list I am over age again. It debars deserving men—this age limit. I think if you were a day over the 48 you would not get the promotion.

2580. The CHAIRMAN.—Is the age limit for "P." men and the men that advance by seniority the same?—Oh, no. The seniority man cannot go on that list, and he may compete up to 48. This is the only rank in the service that is penalised in this way. I am only speaking, of course, for the head constables, and I don't interfere with the promotion that has been suggested here by the other ranks. I may also refer to the lodging accommodation. There has been a sum of 4/4 deducted per man for accommodation in barracks, and the head constables unanimously decided that that should be abolished, and the barracks should trary, there is 4/4 deducted from my pay for barrack. In my own case I am paying £22 a year for a house in order to keep my children—four of them—and I am in receipt of no allowance for that, but, on the contrary, there is 4/4 deducted from my pay for barrack accommodation. That is very hard on me. I think when a man accommodated in barracks has children over age, it is only reasonable that he should get the lodging allowance. It would help him on in any case. I am asked to put forward the question of the straw and arms allowance. A great many men are opposed to these allowances.

2581. The CHAIRMAN.—Are they not obliged to buy straw occasionally?—Yes, and some of them have gone so far as to say that it is a contemptible allowance.

2582. What would be called a good boot allowance?—Three guineas. Two pair of boots at a guinea each and a guinea for repairs. Again another number of head constables have asked me to present the question of the charge allowances.

2583. That is not a question of expenditure?—No, sir.

2584. Only one of responsibility?—It is. I don't comment upon it at all. I only put it forward. In every barracks there is a barracks servant. Her duty is practically confined to the cleaning of the barracks, and they are anxious that the matter should be explained to you. They don't think it is right that the married man living out of barracks and living in barracks, for whom the barracks servant never does anything in any shape or form, should still have to contribute towards her salary at the end of the month, which amounts to about £1 a year.

2585. Do you contribute as much as the single men?—Oh, no, sir.

2586. It is only for the cleaning, and not for the cooking?—It is only for the cleaning of the barracks, sir.

2587. And where the barrack servant is cook, and cleans the barracks, and everything, does the married man living outside the barracks pay as much as the single man inside?—No; there is a scale fixed by the Barracks Mess Committee.

2588. And you think that the married men living outside the barracks should not contribute anything except for cleaning the barracks?—No. I say that no man should be asked to pay for the cleaning of the barracks.

2589. Mr. HEADLAM.—Doesn't the servant clean the room where you work?—Well, the room I work in is about half as big as this table.

2590. Is that where you sit on duty?—No, sir; but when I am in the barracks and have to do any clerical work, it is in that room or in my own quarters that I am.

2591. And I suppose this room is cleaned by someone?—Oh, yes, and it is swept too.

2592. And it seems to be a matter of arrangement between the Mess Committee what your share should be?—Yes, it is appointed by the Mess Committee. Of

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Head Constable WILLIAM BUTLER examined.

[Continued.]

course, the station that I am in is not to be compared with other stations. My station is the bridewell, where all the prisoners in the city are brought in, and in addition there is a man that is paid by the Government for cleaning every portion of the barracks where the prisoners are brought in and kept. And another matter that I wish to bring before you is the matter of subsistence allowance. It doesn't concern me very much, but on behalf of my comrades I put it forward, and it is that the subsistence for a night's absence and for 12 or 8 hours be increased. At present the head constables get 4/6, but in consequence of the increased cost of living they cannot expect to get the accommodation that they got before at the same price, and they have to pay more.

2593. What do you say they have to pay more?—I have not had experience of it for some time; but they ask that the subsistence allowance for the night should be increased to 6/-. for eight hours' absence to 2/-. and for twelve hours to 2/6, and in connection with the sergeants and constables that the night allowance be increased to 4/6, for 12 hours to 2/-. and for 8 hours to 1/6. In connection with this allowance there is a section in the finance code of expenses, something about a two miles radius, which works pretty hard on the men sometimes. In the month of January we had the Municipal Elections down there, and it was a mile or more from my own station to the booth, and a man had to leave the barracks some time after half-past seven in the morning to arrive at the booth in time, and he had to stay there until 8 on that evening, and he had no means of getting his dinner or tea, and still because he was performing his duty within that two-mile radius he was deprived of any subsistence allowance for the day.

2594. The CHAIRMAN.—Is it possible on these occasions to give relief?—Well, unless you bring in an extra Force, and these men have to make declarations.

2595. It is desirable to have one man do it?—Yes, except you were to bring in an extra Force. There was another matter that was brought in about compulsory retirement. I have over thirty years myself, and there are other men in the Force that have over thirty years' service, and they are more energetic than some of the young men. There might be a compulsory period at 40.

2596. Mr. HEADLAM.—At forty?—Yes.

2597. The CHAIRMAN.—Do you know anyone with over 40 years' service?—Yes, we have two of them in Cork—Head Constable Talbot and Sergeant Brosnahan,

and Head Constables Kennedy and Guinness almost forty. I won't touch upon the marriage question, as that has been touched upon already. I have only one other point to bring before you on behalf of my comrades, and that is that the recommendations and the findings of the Commissioners will be as expeditious as possible. There is certainly a spirit of discontent in the service, and that spirit of discontent comes from want and necessity, and I am sure that the Commissioners will do what they can in the matter.

2598. The CHAIRMAN.—Well, of course, we came here to do certain work, and we will lose no time in performing the task that is allotted to us, but as to what will happen afterwards is another matter. I have no doubt that the expression of opinion that you have given here will be attended to.

Witness.—Thanks. I have been asked to say that we in the South have every confidence in the Commissioners.

2599. Mr. HEADLAM.—Would you say that you have quite as hard work in Cork as in Belfast?—Well, I would not put it as quite so hard.

2600. You haven't to do with bands and processions?—Well, there is a high political spirit down there, and they are a very divided race.

2601. It is a different sort of spirit?—Yes. In the month of January the elections caused some excitement.

2602. The CHAIRMAN.—That is Mr. O'Brien's and the other parties?—Yes, the Redmondites and the other sections.

2603. Mr. HEADLAM.—In recent times the work in Cork has become rather like the work in Belfast?—Yes, it has.

2604. Before that it was a quieter place?—Yes, and I think it is likely to continue if not to increase.

2605. The CHAIRMAN.—You remember the street-preaching there?—Yes, but it is very quiet now. They don't interfere as long as they are local preachers, but if a stranger came in he would be interfered with.

2606. Mr. STARRIE.—There is not the same danger of a sudden outbreak in Cork as there is in Belfast?—No, sir, I would say not.

2607. Mr. HEADLAM.—These two cities are more disturbed than the other cities in Ireland?—I dare say.

2608. Definite causes operate in Belfast and Cork?—Yes.

2609. Mr. STARRIE.—And the causes are different?—Yes; the one is political and the other is religious.

The CHAIRMAN.—Thank you, head constable.

Constable JAMES McNAMEE examined.

2610. The CHAIRMAN.—What is your Christian name?—James.

2611. You are quartered at the Depot?—Yes, sir.

2612. Are you a Reserve man or one of the staff?—I am a Reserve man.

2613. What service have you?—Eleven years on the 2nd of this month—that was yesterday.

2614. How long have you been on the Reserve?—I joined the Reserve five years ago, and I served six months of that in Roscommon.

2615. Did you volunteer into the Reserve?—No, I was ordered into it.

2616. What counties were you in before you came up to the Reserve?—I was in Donegal and Galway.

2617. And you were in Roscommon within the five years?—Yes.

2618. And how many months were you there?—Six months.

2619. Did you go there to augment the station?—I was temporarily transferred to Roscommon.

2620. And were you sent there to augment an existing station?—Yes, sir.

2621. You were in a hut?—No, sir. We were in lodgings there for three weeks, and in a temporary barracks in Strokestown. There is a permanent station in the town.

2622. And whom do you represent here?—The constables in the Depot.

2623. And I suppose that experience of yours would be typical of some of the experiences of Reserve constables?—Yes, sir.

2624. What allowance did you get during the days that you went to that temporary barracks and the time you were in lodgings?—I got 3/6 a night for the three weeks I was in lodgings. I did about three reliefs of 15 hours each every week on a grass farm in the district. I got 1/6 for each turn of that duty. We used to go on guard there by night and by day. There was a very old house there, and 16 men who arrived there for duty performed relief patrols on this farm.

2625. How used you get your provisions there?—We used to take them with us.

2626. You were there for fifteen hours?—We used to go out early in the morning, and not return till night.

2627. And with the exception of this allowance that you got for these fifteen hours on this grass farm, did you get anything when you were in the temporary barracks in Strokestown?—No, sir.

2628. How many men were there?—There were eighteen constables, one sergeant, and an acting sergeant.

2629. Had you to buy cooking utensils?—No; they were purchased for us.

2630. And you were put to no extra expenditure by going into this barracks?—Well, no.

2631. Now, what is your native county?—Maye.

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Constable JAMES McNAMÉE examined.

[Continued.]

2632. What part of it?—Westport.

2633. Well, now, will you go on yourself?—Yes, sir. I have items here showing the cost of living for a month for a man in the Depot.

2634. Mr. HEADLAM.—In the Depot here?—Yes.

2635. The CHAIRMAN.—What does it come to in the total?—The total is £57 a year.

2636. That is the total for a year?—Yes. It is for such things as it would take a man to keep himself in clothes and everything.

2637. At the Depot men have to buy things outside the mess?—Yes; they have a canteen account as well as a mess account.

2638. Mr. STARKIE.—Of course, the things in the canteen are very much cheaper than in the shops in the country?—In one way. There is a liquor bar, and dry goods in the other bar. About six months ago there was some portion of the profits of the porter consumed there transferred to the dry goods in order to reduce the price of the commodities, so that the married men as well as the single might benefit by it.

2639. Mr. STARKIE.—That has always been done?—No, sir.

2640. The CHAIRMAN.—At any rate, that makes things somewhat cheaper?—Yes, but if the men didn't go in to consume the porter they wouldn't have any reduction in the dry goods.

2641. And they would have no profits?—No, sir.

2642. Well?—We ask that we get an increase of 30 per cent. all round. This would give a constable something like 35/- a week at 15 years' service, or 5/- a week less than the Liverpool constable, and 2/6 a week less than the Wallasey constable at the same service.

2643. Mr. HEADLAM.—That is in Liverpool, is it not?—Yes, it is across from Liverpool. They get a maximum pay of 37/6 a week at 15 years' service. In order to prove to the satisfaction of everybody that 30 per cent. in our pay would barely meet our demands, I refer to the case of the married man in Donegal as already submitted to you by Mr. Roberts, County Inspector. This man has 17 years' service, and his full pay, with allowances, amount to £77 3s., and after paying his expenses he found at the end of twelve months that he had to draw on the savings of his early days in the service to the sum of £5 13s. 6d. This is after denying himself and family some of the necessities of life. He very seldom, if ever, uses any meat, as he cannot afford it. Now, sir, we'll assume this man and family use the small quantity of 4 lbs. of beef in a week. That costs him £8 13s. 4d. in the end of twelve months. Now add £5 13s. 6d., which he actually spent over and above his pay and allowances, which is £77 3s., together with the cost of 4 lbs. of beef each week (£8 13s. 4d. per year), and we have a miserable existence still on £91 9s. 10d. This shows a saving of 4/8 at the end of the year with 30 per cent. added to his pay, and yet no holiday taken.

2644. Mr. HEADLAM.—That is in Donegal?—Yes, sir.

The CHAIRMAN.—We will adjourn now for an hour.

The Sitting resumed after adjournment.

2645. The CHAIRMAN.—Now, constable, will you please go on with your evidence?—Yes. We ask to be pensioned on general allowances, and I may mention here that the Fire Brigade in Dublin are pensioned on all allowances, including the cost of uniform. Also that men who marry at seven years' service should get lodging allowance, and that fuel and light allowance be doubled.

2646. Mr. HEADLAM.—You are talking for the Depot?—Well, not exactly for the Depot. Of course, we have nothing to pay towards that, but it may be my case to-morrow in the country, as my time will expire there, so it interests me as much as men at present in the country.

2647. The CHAIRMAN.—Quite so. And what next?—We consider there was a serious injustice done to young men of 18 years joining the Force—

2648. The eighteen years only applies to policemen's sons?—Yes, of course, but he has to serve two years longer than a man who joins at 20 years, in order to entitle him to full pension.

2649. The CHAIRMAN.—And you wish to make out that if a man doesn't join until he is 24 that that would count?—Witness.—No.

2650. Yes. You see that he would come to 50 years of age sooner in his service than the 18 years man, and 5 years sooner than the 19 years man. At any rate we will take your point. Witness.—Thanks. We ask that the rank of acting sergeant be abolished or discontinued.

2651. Mr. HEADLAM.—Why?—It is the only acting rank in the service, as there is no acting head constable or acting district inspector. There are great disadvantages owing to the existence of this rank. The first is, that he fills the position of sergeant, and takes charge of a station, and carries out the duties in detail. He is as good as a sergeant, and he has all the powers of the sergeant's rank, and yet he has to remain there two years or over in this rank before he is promoted, and he has to remain seven years in the rank of sergeant before he is entitled to the full pension of his rank.

2652. That is because he has a different scale of pay?—The acting sergeant has a different scale of pay from the sergeant, and he fills the position of sergeant.

2653. The CHAIRMAN.—Yes, we understand that. What next?—After he is promoted to the rank of sergeant from the position of acting sergeant he must be seven years in the ranks before he is entitled to the full pension of his rank, whereas if he were promoted to the rank of sergeant in the first instance he would have only seven years to serve. Therefore he has nine years from the time that he is first promoted till the time that he can retire on the full pension of a sergeant.

2654. That is assuming that a man can only retire on the pay that he drew for the three years preceding his retirement—is that so?—Yes.

2655. Mr. HEADLAM.—How do you test a man's fitness to be a sergeant?—Well, I presume that our authorities are just as observant as the D.M.P. authorities in Dublin. In the D.M.P. when he is promoted he is promoted at once to the rank of sergeant. There is no acting sergeant rank in the D.M.P. or in the great majority of the police Forces.

2656. The CHAIRMAN.—And the suggestion that you make is that the acting sergeant rank should be abolished, and that the number of sergeants should not be increased?—No. The number of sergeants, of course, would be increased inasmuch as there would be a sergeant wherever there is an acting sergeant at the present time.

2657. And would you say that every man who now fills the position of acting sergeant should be a sergeant?—Yes.

2658. And you would not recommend that the number of sergeants would be reduced by the number of acting sergeants?—Oh, no.

2659. Mr. STARKIE.—Are the acting sergeants and the sergeants in the same position except as regards pay?—Yes. Well then we also ask that the subsistence allowance should be increased from 3/6 to 4/6—owing to the increased cost of living. I often paid 4/- or 5/- for lodgings for a night. We also ask for an increase in the cycling and lodging allowances.

2660. The CHAIRMAN.—What is the cycling allowance?—It is 1½d. mile in the summer season, and 2d. a mile in the winter season.

2661. Mr. HEADLAM.—How much does that mean to you in the year on the average?—Well, unfortunately I never got any, only on two occasions. I was never stationed in such places as where cycling allowance was being paid—in the County Clare and the County Galway particularly.

2662. But the men you represent wish to have the allowance raised?—Yes.

2663. They have reduced it in the army?—They can scarcely reduce it in the Constabulary, where it is only 1½d. a mile. Then as to the mileage allowance, we say that the distance entitling us to marching allowance should be seven and not eight miles. If a man has to go seven or seven and a half miles, and then has to come back again, and gets no allowance, it is very unfair. In some cases the men pay for car hire out of

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Constable JAMES McNAMEE examined.

[Continued.]

their own pockets. I had to pay myself for a car in the County Monaghan. It is hard where the distance was seven and three quarter miles, and if the distance was another quarter of a mile we would be entitled to the allowance.

2664. Will you tell me what amount you make by marching money?—It depends upon the duty.

2665. What would be the average that a man would expect to make?—Oh, he would not make very much.

2666. Ten shillings—what have you received yourself?—I don't remember, but there is 1/- laid down for eight miles, and that doesn't count within a man's own sub-district. Another thing we consider unfair is the deduction of 1/- a week for barrack accommodation, especially at the Depot, where the accommodation is very limited. In one squad room there is as much as £54 a year paid. There are twenty-one men in that room at the present time, and they are paying 1/- a week. It is 31 feet 6 inches by 36 feet 6 inches. Why, you would get a decent house in Dublin for that sum of money. There is another thing that I would like to bring before you, and that is the case of young men getting married before they have marriage service, and they are deprived of the privileges of married men. We think they should have all the privileges, and not be fined as at present, from day to day. We also ask that good service pay be given at 15 years, and also good service pay for sergeants and head constables after six years in the rank. This good service pay would be an inducement to men to perform their duty well, and to live up to the regulations.

2667. The CHAIRMAN.—Would that apply to a certain select number of these men or to every man?—To every man, if he was considered by the authorities to be a deserving man—a man that did good duty, and had no unfavourable records. We also ask that constables should get their maximum pay after twelve years' service, and an increase of £1 for boots per year, and that there should be some allowance made for the cleaning of the barracks, which, in many cases, it is the prisoners that are the cause of making dirty. It is especially unfair that married men should have to pay for the cleaning of this nuisance caused by prisoners.

2668. Is that an allowance for the cleaning of the dayroom?—And the lock-up room. I ask for increased lodging allowance for married men. I would like to say that the allowance for the married men in the army is £15 4s. 2d.

2669. The lodging allowance?—Yes.

2670. Mr. HEADLAM.—Do you know that only three per cent. of the privates in a regiment is allowed to marry?—Well, that would not follow, but he gets that when he is married.

2671. The CHAIRMAN.—That is a man on the strength?—Yes. A married constable gets £5 4s. A married sergeant in the army gets £27 7s. 1d., and the R.I.C. sergeant and head constable get £5 4s. Married soldiers get, according to rank, a fuel and lighting allowance, and married policemen get nothing for fuel and light. Then there is the case of the ordinary warders in prisons. In Mountjoy they get their lodgings, fuel and light.

2672. Mr. HEADLAM.—And what are their salaries?—I don't know their salary. In Belfast and Cork and Waterford and Limerick and Londonderry they get £18 a year towards their house rent.

2673. The CHAIRMAN.—The ordinary warder gets from £52 to £70 a year. You said you didn't know?—Yes.

2674.—Well, that is his scale, and the annual increment is £1, so it takes him a good time to get up. It will take him 18 years. He begins at £52, and he rises to £70 by annual increments of £1. Well, go on now?—We ask to particularise the claims of the married men at the Depot who pay on the average £20 16s. for house rent.

2675. Are there many married men?—Yes, a good many, over 40, I suppose. They are the majority of the bandsmen and troop, and they pay £20 16s. Their houses are of four rooms—a kitchen, a parlour, and two bedrooms; the dimensions of those rooms are—kitchen, 12 feet by 10, parlour, 10 by 9, each bedroom, 12 by 9½.

2676. Mr. HEADLAM.—And the rent is £20 16s.?—Yes.

2677. The CHAIRMAN.—Where are their houses situated?—In Oxmantown Road. As I am the only representative from the Depot, some of the sergeants asked me to state their case, or at least to refer to it in some small way. They are men who have been in charge of stations in the country, and have been transferred to the Reserve, and, of course, they forfeited the charge allowance of these stations—8/8 a month, and some of them have certificates in Weights and Measures, and in many cases they would earn £8 or £9 a year by that, and they have lost all that through no fault of their own. And, of course, we say that Dublin is as dear as Belfast or Derry, and we are entitled to the same increased allowances as these places.

2678. Mr. HEADLAM.—Can you give us any figures as to the increased prices of commodities in Dublin?—Yes.

2679. The CHAIRMAN.—You have given us your own total?—Yes.

2680. Mr. HEADLAM.—Did you get them from the shop yourself?—Some of them I got from the shop.

2681. And how did you get the others?—By canteen prices.

2682. Well, give us five or six of the most important things?—Well, bacon was 8d. a lb. in 1906, and it is 1 2 now.

2683. Is that American bacon?—No, it is Irish.

2684. Mr. STARKIE.—Is that 1 2 in the canteen?—It is 1 0½ in the canteen, but we have to pay for that in some other way. I explained some time ago, but it is as high as 1 3 in the city. Butter was 1 0½ a lb. in 1906, and it is now 1 5. Beef was 6½d. a lb. in 1906; it is now 10d.

2685. Was that Irish butter you mentioned?—Yes, creamery butter. Bread was 2½d. per 2 lb. loaf in 1906; it is now 3d. Potatoes were very dear in Dublin in 1913. They were 9d. a stone, and in 1906 they were 4½d. a stone. They are a little less this year than in 1913. Coal was £1 a ton in 1906, and it is £1 8s. a ton now.

2686. And these are all figures that you can vouch for?—Yes.

2687. The CHAIRMAN.—Is there any other matter?—I had a conversation with a merchant in Dublin the other day, and he is a man that the police patronise with regard to buying clothing, and I asked him how many names he had on his books, including bad debts and all the rest, and you would be surprised to know that he has a thousand.

2688. Not irrecoverable, I hope?—A good number of them. He says he would place them at about half.

2689. Half that he has no hope of recovering?—I can give you his name.

2690. Mr. HEADLAM.—Have you gone into the question of joining at the Depot—you see a good deal of the recruits?—Yes.

2691. Are they the same class of men that you are accustomed to see in the Constabulary?—No, sir; in fact one would be ashamed to admit that they belonged to the same Force.

2692. They come from the country districts mostly?—Yes, sir, principally, and I must certainly say that they are very bad cases, some of them. The majority of them, as far as I have met them, intend to resign in six months' time.

2693. They find the work too hard?—No, not exactly that, but about the tenth of every month they have nothing left, and if their friends in Australia or Canada or America sent them money to bring them out they would go. All the recruits I have met say that they are going to do so.

2694. How much service have you had?—Eleven years yesterday.

2695. And shall you stay on to the end of your time or take the opportunity of leaving?—Well, I certainly say that if I had only five or six years' service I would not wait 24 hours. I would go abroad. There were three Reserve men resigned last October and went to Australia. They are now in the police Force in Perth, and I have seen a letter from one of them. They get 7 6 a day while a recruit, and they will have 8 6 a day

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Constable JAMES McNAMEE examined.

[Continued.]

during the three years' service from the period of recruiting, and 9/6 a day after three years' service.

2696. And do they say that it is a cheap place to live in?—Yes, and they say that there is not much difference in living between there and in Ireland, only a few shillings a week. There was an ex-sergeant of the Australian police living in a sub-district where I was stationed in Donegal, and one day I brought him

his quarter's pension, and I saw that he had £120 a year pension. When you take these things into consideration there is very little inducement for a man to remain in the Irish police Force.

2697. But is there any occupation in this country that would do you as well?—I never studied that.

The CHAIRMAN.—Thank you.

Sergeant BERNARD REILLY examined.

2698. The CHAIRMAN.—What is your Christian name?—Bernard.

2699. You are stationed at Salthill, Co. Galway?—Yes, sir.

2700. Whom do you represent here?—In partnership with another sergeant I represent the sergeants of Connaught.

2701. How long have you been in the County Galway?—About eight and a half years.

2702. What is your entire service?—Twenty-five years and a month.

2703. What other counties were you in?—Eight years in the County Galway East Riding, six and a half years in Kerry, two years in County Roscommon, and the remainder of the time in Galway W.R.

2704. Are you a married man?—Yes.

2705. What family?—Eight children.

2706. Do you live in barracks?—No, sir. I live in a house adjoining the barracks.

2707. Just before you go any further, tell us what you pay for it?—£12, but it is in a very backward place. No house in front of the street can be got in Salthill at less than £30 or £40 or £45. It is a house in a very backward place, or else I could not get it at that figure.

2708. What is the strength of the Force in Salthill?—In the summer time it is one sergeant and four constables, and then there is a man taken away in the winter, except when there is some disturbance.

2709. I suppose you conferred together as to what you were to say here, and the case you were to present?—Yes, sir.

2710. Well tell it to us in your own way?—I have been directed to request that our pay may be increased by at least 25 per cent. in order to enable us to procure the necessaries of life, and maintain ourselves and our families in that state of respectability and independence which is necessary for the effective and impartial performance of our important and onerous duties. In support of this request I desire to give some particulars showing the increase from 1901 to 1914 in a few of the most necessary articles of food, clothing, and other essential domestic requisites. My

own expenditure for the month of January—and it is about the average for a month—is £8 5s. 7d., and that is for the bare necessities of life, without clothing or anything else, and my pay is £7 18s. 11d., and my allowances, in addition, leaving me to spend on the bare necessities of life 6/8 more than I get. You may ask me how I can do that. Well, I had some little money saved prior to my marriage, and my wife had some money too, and only for that fact my position in the police would not be tenable for a long time past. I have gone to the Union in Galway, and I have taken the trouble to get the cost of a pauper per week in the Galway Union, and I find that it is as follows:—

	£	s.	d.
Clothing,	0	0	7
Provisions and necessaries,	0	5	3½
Established charges,	0	4	3
Total cost,	£0	10	1¼

This is nearly three times as much as I have to support and maintain myself, and each member of my family, which is 3/8 each, without providing clothing and school fees, and boots and church fees, as is necessary out of my income. I propose also to give you some particulars of the increased cost of the necessaries of life through the Province of Connaught. I have got the particulars from the sergeants who are representing the different counties. I am not going into them very minutely, but only the principal ones.

2711. The CHAIRMAN.—Very well, will you give us them?—Well, coal has increased from 1901 to 1914—

2712. Mr. HEADLAM.—Just tell us where these prices are?—I can give you the prices at Galway.

2713. Mr. HEADLAM.—I think it is better to have actual prices, because we shall have other evidence from other counties.

2714. The CHAIRMAN.—Yes. Just let us have your own figures, and then we will know the exact rate?—Yes. The following are the increases in Galway. Coal has risen from 19/6 in 1901 to 28/- in 1914, or an increase of 43²/₃ per cent. or 8/6:—

	FROM 1901.		TO 1914.		AMOUNT OF INCREASE.			
	s.	d.	s.	d.		per	cent.	s. d.
Turf	4	6	7	6	66 ² / ₃	per	cent.	3 0
Paraffin	0	7	0	9	28 ² / ₇	..	or	0 2
Soap	3	0	3	6	16 ² / ₃	..	or	0 6
Bread	0	3	0	3½	—	..	or	0 0½
Flour	1	6	1	9	16 ² / ₃	..	or	0 3
Oatmeal	2	4	2	6	7½	..	or	0 2
Potatoes	0	3½	0	5	42 ⁶ / ₇	..	or	0 1½
Vegetables	1	0	1	6	50	..	or	0 6
Tea is the same as in 1901.								
Sugar	2	2	2	4	7 ¹ / ₁₁	..	or	0 2
Milk	0	3	0	4	33 ¹ / ₃	..	or	0 1
Butter	0	11	1	4½	50	..	or	0 5½
Cheese	0	9	0	10	11½	..	or	0 1
Eggs	0	7	1	6	157½	..	or	0 11
Strawberry Jam	0	5½	0	6½	18 ² / ₁₁	..	or	0 1
Raspberry Jam	0	5½	0	6½	18 ² / ₁₁	..	or	0 1
Gooseberry Jam	0	5	0	5½	—	..	or	0 0½
Currant Jam	0	5½	0	6½	18 ² / ₁₁	..	or	0 1
Currants	0	4	0	5	25	..	or	0 1
Raisins	0	5	0	6	20	..	or	0 1
Beef	0	8½	0	11½	35 ² / ₇	..	or	0 3
Mutton	0	8½	0	11	29 ⁷ / ₇	..	or	0 2½
Bacon	0	9	1	1	44 ⁴ / ₃	..	or	0 4
Pork	0	7½	0	11	46 ² / ₃	..	or	0 3½

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Sergeant BERNARD REILLY examined.

[Continued.]

As regards boots, I am informed that the increase has been thirty per cent.

2715. The CHAIRMAN.—What do you pay for your boots?—18/-, sir.

2716. Are they made in Salthill?—No, in England. I got two pair of boots recently, and I paid 18/- for the first pair one year, and a similar pair the next year were £1. These are the principal commodities that are required. There are some others such as turkeys and geese and chickens, but there is no touching them with us now.

2717. Well, will you go on with your statement?—I am instructed to request that our pension be calculated on the pay drawn at the time of our retirement, irrespective of the period that we are in a rank or grade of rank, and that all the allowances appertaining to our rank may be added to our pay for the purpose of calculating our pensions.

2718. Mr. HEADLAM.—Would you state these allowances?—Yes. There is the allowance for arms, straw, and boots, £1 15s. per annum; charge allowance, £5 4s.; lodging allowance, £5 4s.; stationery allowance, £1 4s.—

2719. Mr. HEADLAM.—Will every man get that?—No, only the sergeant.

2720. And you are talking for the whole Force in the county?—Yes. Then there is the fuel allowance for the sergeant's office, £3.

2721. Who would be pensioned on that?—The sergeant, sir; and there is the making up clothing allowance, 16/- per annum, making a total of £17 3s. per annum to each sergeant. That should be added to their pay in order to increase their pension, and they consider that as there is a precedent for the calculation of allowances in this manner as regards the higher ranks, such a claim on their behalf is not only justifiable, but absolutely necessary, in order to bring their pensions up to what modern requirements demand. We do not think this too much when we consider that almost half a century ago when cost of living was cheaper, and prospects of employment after retirement were brighter, a sergeant then, and for a long time after, enjoyed a pension of £72 per annum. Important to us as the matter of pay is, that of pension is more important still, as political, social, and economic circumstances have so materially altered conditions in Ireland that on retirement on an inadequate pension a policeman and his dependent family are almost always in a state of absolute want and misery—destitute of hope and bereft of friendship.

2722. Mr. HEADLAM.—Would not his family, in a great many cases, be able to look after themselves?—Well, some of them would be if the men didn't marry too late in life, but a great many would not. We say that the little respect and consideration shown to a man whilst he remains a member of the Constabulary are utterly forfeited on his retirement, and not alone is he excluded from all remunerative employment, but every opportunity is taken to upbraid him with treachery to his country because of his services to the King. That is the case of the police pensioners in the West of Ireland.

2723. Mr. HEADLAM.—But are not some of them employed?—Well, very few of them. After his retirement a policeman's family are treated similarly, and not an avenue to decent employment is open to the sons of policemen and pensioners, except the Constabulary, now, alas! so poorly paid, and the Civil Service, from which the majority of them are excluded consequent upon the want of the money necessary to prepare them for the keen competition of the present day. In former times the Constabulary retired on fairly decent pensions, when their chances of obtaining remunerative employment were much better than at present, and the fact of such men living in comfortable circumstances on retirement was as conducive to recruiting for the Force as the abject misery and impecuniosity of modern pensioners have been injurious to it.

2724. Mr. HEADLAM.—Do the policemen, after they retire from the Force, continue to stay in the districts where they are situated?—Yes, because they can hardly

pay their way out of it, and if they went home to their own places they would be ostracised. They have generally a small house there, and they stay there. Of course, there are exceptions, but the majority are as poor as can be. There are 18 pensioners in my sub-district, and not one has any employment either from public bodies or private individuals. Two have, indeed, shops, on which they make little profits, but the remainder who are fit to work seek vainly for employment. Every employment within the gift of local Councils is denied them, and they are debarred by standing rules from receiving employment from such bodies.

2725. Mr. HEADLAM.—There seems to be 216 pensioners in the East Riding of the county, and of these a number have employment?—Well, I went to eighteen in my district, and they have no employment at all. One pensioner who has a shop was a head constable, and but for the pension he would not be able to make anything on his house. Another one is an ex-sergeant, and he has a shop and a small pension, and is barely able to live at all, and the rest are all barely able to live. I know one of them who went to get a position under the National Insurance, and he was told that there would be no difficulty in getting the appointment, and he was told afterwards that owing to the position he held there would be a great difficulty in getting the job, and he did not get it.

2726. Was that in Dublin?—Yes. Under the local authorities there is no possibility of getting anything. The Urban Councils and County Councils have closed their doors against them altogether.

2727. Have they made a rule not to employ them?—Yes. In Galway I know of two that have good employment, but it is a long time since they got the positions, and I think it was the Catholic clergy that got them employed. I know another man that is employed on the Unionist journal there. The rest employed are bottling porter in shops at 10/- or 12/- a week. There are a good many also in Galway walking about and getting nothing to do. In consideration of the fact that we have to serve under so peculiar and trying circumstances in Ireland, where most of our duties are unpopular, and bring us into conflict with the vast majority of our fellow-countrymen, and that neither their intimidation nor seduction has ever diverted us from the difficult path of duty, we confidently hope that the Government may specially consider our claims for pension, and award us such a superannuation as will enable us to spend the declining years of our strenuous and uncomfortable lives in comparative peace and contentment. Consequent upon these considerations, and apart from the fact that civil servants only receive 2/3 of their pay as pension, I have been directed to request that men may be permitted to retire at 25 years' service on a pension of three-fourths of their pay and allowances, and at 30 years on a pension of four-fifths of their pay and allowances. I have been directed also to endeavour to impress upon the gentlemen of this Commission the important and arduous duties of a sergeant in charge of a station as compared with those devolving upon other sections of the rank and file. A sergeant in charge of a station, unlike a head constable, who has his officer always at hand, is nearly always in a situation of isolation when a serious emergency or outrage occurs. He has no one to advise him, and must act entirely on his own responsibility in the first instance, and on that action depends to a very great extent the success or failure of the police measures in the particular crisis or case. He is, moreover, responsible for the effective performance of duties and the legality of all police action within his jurisdiction, as well as for the drill, discipline, and legal knowledge of his men. He is the medium of all confidential information to his officer, and he furnishes nearly all the returns and statistics required by the Constabulary, the Military, the Admiralty, and most other Government Departments, and in addition he does his ordinary share of the duties of his station. He has also the additional duty of keeping all the books of his station except the Diary and Patrol Book. In short, he is recognised as the hardest worked and most

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Sergeant BERNARD REILLY examined.

[Continued.]

responsible, but ill-reunuerated member of the establishment. We consider that in requital for his many duties and responsibilities he should receive some compensation more than is at present given to him, and we think that there is too great a difference between the maximum pay of a sergeant and that of a head constable. A head constable draws £104 per annum, and a sergeant £83 4s., or a difference of £20 16s. per annum as compared with the discrepancy between the maximum pay of a sergeant and that of a constable. The former gets £83 4s. per annum and the latter £72 16s., or a difference of but £10 8s. between both ranks; so that at present there is just twice as great a difference between the pay of a head constable and a sergeant as there is between that of a sergeant and a constable. We think that this margin should be equalised between the ranks.

2728. Mr. HEADLAM.—Has there been much increase in crime in Salthill in recent years?—No, there have been spasmodic increases in crime, but not continuous.

2729. It is not a continuously disturbed part?—Well, there are some grazing farms that give some trouble, but not very much latterly. Last year there were two houses in my district fired into at night, and there never had been one word about the cause previously. A man that had taken a farm of land had his house fired into, and we had to patrol the place for seven months. Occasionally that breaks out, but just now it is quiet, it is only smouldering.

2730. Were the men discovered that fired into the house?—Oh, we knew who did it, but we could not get evidence against them. It was two families. I have been also instructed to ask that house rent for sergeants not accommodated in barracks be increased to £15 per annum, and that deduction for barrack accommodation be discontinued. It is also requested that the boot allowance may be increased from £1 6s. to £3 per annum, consequent upon the increased price of leather and boots. We also request that fuel and light allowance may be increased, consequent upon increase in the prices of coal and turf, and that a fuel and light allowance may be given to married families, as is done with the military. Each married soldier gets an allowance for fuel and light of 4d. per diem, and the police think that they should get it too. I have also been directed to request that subsistence allowance may be increased to 5/- per night, to 2/- for a period of twelve hours, and to 1/6 for a period of eight hours necessary absence from station on duty.

2731. Mr. HEADLAM.—Does it cost you more to sleep out on duty now?—Yes, I have been out at fairs and I never get it less than 5/- for bed and food.

2732. Five shillings?—Yes. We also say that the pensions to widows and orphans of men be doubled, as owing to the small pay of men serving they can rarely make provision for such a contingency as death. We consider that owing to the length of time that a man must remain in the rank of sergeant before he can become eligible for that of head constable—16 years or over—the majority of sergeants can have little hope of advancement beyond their present rank, and conse-

quently we think that something in the way of good service pay should be given them to encourage efficiency and zeal, provided they are well-conducted and deserving and have, say, ten years' service in their rank and little prospect of further advancement. The sergeants have also asked me to request that the cycling allowance may be increased to 3d. per mile all the year round, or else that bicycles be supplied and an allowance given for their repair, as is done by the Post Office Department.

2733. Mr. HEADLAM.—How much do you make by cycling?—I make practically nothing.

2734. Yes, but how much do you make?—It might come to nothing.

2735. The CHAIRMAN.—Under what circumstances do you get cycling allowance?—Well, if any disturbance breaks out at some distance the Inspector-General may grant an allowance to the men of 5/- or 6/- a month, and it is only as long as the disturbance lasts.

2736. And that is the only case where it is sanctioned?—Yes. I have also been directed to ask that all promotions may be made from the ranks, and that children over age may be permitted to remain in barracks, as at the time when this regulation is enforced against them they require, more than at any other time, the care of their parents. If not permitted to remain in barracks a lodging allowance should be paid their father to enable him to provide lodgings for them. I know one man that has two boys and he has to pay for them at lodgings.

2737. The CHAIRMAN.—What are the ages—16 for a girl and 18 for a boy?—Yes.

2738. Mr. HEADLAM.—Is not a boy of 18 generally earning?—Well, there is very little for him to earn.

2739. And he would not have to pay for his keep in the same place?—Oh, yes, he has to.

2740. Do you think that the establishment of co-operative creameries and bacon factories has raised the prices?—I think they have, but there is no creamery where I am.

2741. And you know cases where it has affected prices?—Yes. There are few cattle at all there and there is no dairy worth mentioning, except a very small one.

2742. Have you anything further to say regarding the organisation or the promotion question?—I have not got any instructions about it, and, personally, it doesn't affect me very much.

2743. You base your case upon the increased cost of living?—Yes, sir.

2744. Mr. STARKIE.—You ask that all allowances should be included in the pension?—Yes.

2745. And you say that there is a precedent in the case of officers for including allowances?—Yes, sir.

2746. Is there any precedent for including the allowances for fuel and stationery?—No, but they are getting lodging and servant's allowance, which would be five times as much as ours combined.

2747. There is a servant's allowance and house allowance?—Yes.

2748. But is there any precedent for including light and stationery allowance?—No, there is not, sir.

Constable PATRICK MCCOLLUM examined.

2749. The CHAIRMAN.—Your christian name?—Patrick.

2750. You are stationed in Hidemarket, Newry?—Yes.

2751. How long are you there?—Four years.

2752. Is that all your service?—No, I was two-and-a-half years in the County Derry.

2753. You were two-and-a-half years previously in the County Derry?—Yes.

2754. Anywhere else?—That is all.

2755. Your service is six-and-a-half years?—Yes.

2756. What is your native place?—The County Donegal.

2757. Whom do you represent here?—I represent the constables of the Counties Armagh and Down.

2758. Will you just let us know what you and they have agreed upon to put before the Committee? I don't want to limit you at all, but you have heard a

great deal of what was told to us here, and you need not repeat it at any great length?—I represent the constables of the Counties of Armagh and Down, and they request me to ask for an increase of pay of at least twenty-five per cent. This claim is being made on the grounds that the cost of living to-day is very much higher than it was ten or twelve years ago, and that the general standard of living has also increased. Like all other classes of workingmen, the police desire to be able to live in comfort and decency, but this is impossible on the present pay. For instance, twenty years ago, a policeman's child could go barefooted to school, but this is simply unthinkable at the present time, and would not be allowed by the authorities, with which I quite agree. A policeman should keep up a respectable appearance so as to be a credit to the Government, but the Government should come to the assistance of the police and provide them

with the means of keeping up a creditable and respectable appearance under all circumstances. I can produce figures showing increased cost of living in, say, Portadown, Lurgan, Armagh, Downpatrick and Newry.

2759. The CHAIRMAN.—Let us know what you have collected yourself?—I have here the market records of Newry, showing increases in prices. The following show the average prices paid for the under-mentioned articles in the Newry Market during the month of September, 1908 and 1913 :—

Description of Goods.	Average Prices paid during Sept., 1908.	Average Prices paid during Sept., 1913.	Average Increase in Price of each Article during the five years 1908-1913.
Butter ...	10d. to 1s. per lb.	1s. 1d. to 1s. 3d. per lb.	3d. per lb.
Eggs ...	11d. to 1s. 2d. per doz.	1s. 3d. to 1s. 4d. per doz.	2d. per doz.
Pork ...	40s. to 50s. per cwt.	60s. to 70s. per cwt.	20s. per cwt.
Potatoes	1s. 10d. to 2s. 6d. per cwt.	2s. 6d. to 3s. 2d. per cwt.	8d. per cwt.

2760. Mr. HEADLAM.—Is that Irish butter?—Yes, butter made locally. I have taken these increases from the market records which were given to me by the kindness of the Town Clerk of Newry.

2761. The CHAIRMAN.—You say that you have the prices for Armagh, Newry, Downpatrick, and Portadown?—Yes, sir.

2762. Well, then, let us have Portadown?—Yes, sir. The following is a table of prices showing increased cost of living in the R.I.C. for Portadown :—

Articles.	Retail Price in 1901.	Retail Price in 1914.
Flour per stone	s. d. 1 7	s. d. 1 10
Oatmeal "	1 6	1 10
Flakemeal "	2 2	2 6
Bread 2 lbs.	0 2½	0 3
Beef per lb.	0 9	0 10
Mutton "	0 8	0 9
Bacon "	0 9	1 0
Pork "	0 6½	0 9
Potatoes per stone	0 3	0 6
Butter per lb.	0 11	1 5
Milk per quart	0 2½	0 3
Tea per lb.	2 5	2 8
Sugar "	0 2	0 3
Mixed Fruit 2 lbs.	0 7	0 8
Strawberry Fruit "	0 8	0 9
Gooseberry Fruit "	0 6	0 7
Raspberry Fruit "	0 8	0 9
Black Currants per lb.	0 3	0 4
Raisins "	0 5	0 8
Cheese "	0 8	0 10
Rice "	0 2	0 3
Soap "	0 3	0 4
Eggs per doz.	0 10	1 5
Turkeys per lb.	0 9	0 11
Geese "	0 7	0 8
Chickens per pair	3 0	5 0
Coal per ton	19 0	27 6
Oil per gallon	0 7	0 9
Cod fish per lb.	0 4	0 5
Tinned salmon "	0 8	0 10
Herrings per doz.	0 4	0 6
Clothing —	60 0	70 0
Boots per pair	From 12s. to 18s.	From 14s. to 20s.
House Rents per week	From 5s.	to 6s. 6d.

2763. And Portadown would be typical; that is to say that it would be taken as applying all round. That is, some things might be dearer and some things might be cheaper, but all round it would be a fair average for

the other towns?—Yes, it is a large market town and the centre of a large district. Well, now, sir, I went to an extensive coal merchant in Newry and he very kindly showed me his books and we went into them as far back as 1911, and we found that in August, 1911, Cumberland house coal, average contract price was 12/3 to 12/9 nett, free on boat at Whitehaven, Maryport, Workington, or any of the Cumberland ports. August, 1912, the price was 13/6 to 14/-, free on boat. And in August, 1913, the price was 14/6 to 15/-, free on boat. And the present price is 15/- to 15/6 nett, free on boat.

2764. The CHAIRMAN.—Where do you say that coal merchant lives?—In Newry.—Mr. Fisher.

2765. And the ships discharge in Newry?—Yes. I have here also a record of the prices of boots in Newry, which I got from the manager of Tyler's branch establishment. "The average increase," he says, "in the price of boots during the past five years is about 14 per cent. I had a class of boots which were sold five years ago at 11/6; the price now is 13/-. This is due to the enormous increase of leather." That is signed by the manager. I have also records showing the increase in the prices of different articles. As regards drapery, I have received the following letter :—

" 25th February, 1914.

" Dear Mr. McCollum,
I am sorry that I was away when you called again. With reference to your enquiry, I find we could not very well give you particulars as to the various classes of goods, but in our opinion we would say that, taking all drapery goods on an average, the increase would be 15 per cent. to 25 per cent.
I am afraid there is no further information we can give you.

Yours faithfully,
Newell's Limited,
S. H. NEWELL."

That is from one of the largest drapery establishments in the North of Ireland. I have also got a record from the Clerk of the Newry Urban District Council showing the increases in the wages paid to the workngmen from the year 1908 to the year 1913 :—

	Prior to Year 1908.	In Year 1908.	In Year 1913.
	s. d.	s. d.	s. d.
Scavengers	13 0	15 0	17 0
Surface Men	14 0	16 0	18 0
Carters	15 0	17 0	19 0
General Labourers	13 0	15 0	17 0
Town Inspectors	18 0	23 0	28 0

That is an increase of ten shillings a week in five years.

2766. The CHAIRMAN.—Did you say this was the County Council there?—No, the Urban Council. During the time I have been living there the labourers have got an increase of 4/- a week.

2767. What are the duties of the Town Inspect rs?—They are Sanitary Inspectors and School Inspectors. and so on.

2768. How many are there in the town of Newry?—There are about five or six of them, and there is a man in charge of the Labour Department.

2769. Are all these men departmental, and they don't contract?—No, they do it all themselves. These returns are signed by the Town Clerk of Newry. I may mention that these men only work five-and-a-half days a week, and are allowed to earn money in other ways, such as being members of the Fire Brigade, which the police cannot earn. In Newry the police are always called upon to attend the fires, and although they do much useful work, both in keeping the crowd out of danger and in getting the fire under control, they are not allowed any remuneration whatever.

2770. Is it a hand engine they have there?—No, it is a steam engine. I will now read a communication that I have received from Mr. Stokes, the manager of the Dundalk and Newry Steam Packet Company, with

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[Continued.]

regard to the wages paid. Mr. Stokes writes that the following are the salaries and wages paid to employees, other than certificated ships' officers.

	Prior to 1909.		Present Rate.	
	£	s.	£	s.
Officials, ...	52	0 per annum.	70	0 per annum.
" ...	50	0	55	0
" ...	48	0	55	0
" ...	25	0	30	0
Checkers, ...	52	0	62	10
" ...	52	0	58	10
" ...	41	0	46	0
" ...	35	0	40	0
Seamen, ...	1	6 per week.	1	10 per week.
Firemen, ...	1	7	1	11
Porters, ...	1	0	1	1 6
" ...	1	10	1	10

These advances, as you will see, have taken place within the past five years.

2771. The CHAIRMAN.—What establishment is that?—The Dundalk and Newry Steam Packet Company. These figures were supplied to me by Mr. Stokes, the manager. I have also here the wages paid in the building department.

2772. In what department?—In the building trade. They were given to me by a building contractor, Mr. James Fleming. They are as follows:—

Trade.	Period.	Rate per Week.	Present Rate.
Carpenters	1908-9	28s. to 35s.	33s. to 38s.
Masons	do.	33s. to 38s.	36s. to 43s.
Plasterers	do.	28s. to 30s.	33s. to 37s.
Painters	do.	27s. to 30s.	31s. to 35s.
Slaters	do.	28s. to 30s.	30s. to 34s.
Plumbers	do.	30s.	38s.

Of course, that is for a 54 hour week, and the wages per hour have advanced as follows:—

	In 1908, Per Hour.		In 1914, Per Hour.	
	From	To	From	To
Carpenters	6½	7¼	7½	8½
Masons	7¼	8	8½	9½
Plasterers	6¼	6½	7½	8½
Painters	6	6½	7¼	8¼
Slaters	6½	6½	7	8
Plumbers	6½	6½	8½	8½

2273. The CHAIRMAN.—Did the Urban Council of Newry build labourers' cottages?—Yes, sir, they have built large numbers of labourers' cottages within the last four or five years.

2774. And are tradesmen permitted to be tenants of these labourers' cottages?—Yes, sir, all classes of artisans.

2775. What are the rents of these houses?—Well the rents are about 2/- a week; some of them are 2/-.

2776. Have they gardens?—Some of them, but the majority have not.

2777. Mr. HEADLAM.—Are the police allowed to become tenants?—Oh, no.

2778. By rules of the Corporation?—Yes, and the Newry Council have a rule on their books prohibiting the employment of pensioners. I may go on to say

that I am indebted to the station master at Newry for the return giving the rise in wages for railway officials between the years 1903 and 1914.

	In 1903.			In 1914.			Rise Per cent.
	Per week.			Per week.			
	£	s.	d.	£	s.	d.	
Station Masters	2	10	0	3	0	0	20 0
Clerks	1	7	0	1	12	0	18·5
Foremen	1	5	0	1	10	0	20·0
Head Porters	1	2	0	1	8	0	27·3
Guard Porters	1	5	0	1	7	6	10·0
Passenger Porters	0	14	0	0	16	0	13·6
Shunters	1	1	0	1	5	0	19·0
Ticket Collectors	0	18	0	1	2	0	22·2
Guards	1	4	0	1	7	0	12·5
Signal-men	1	6	0	1	10	0	15·4
Engine Drivers	1	18	0	2	5	0	18·4
Firemen	1	6	0	1	10	0	15·4
Cleaners	0	19	0	1	3	0	28·0

The average increase is 17·1 per cent.

2779. The CHAIRMAN.—Is that the scale of wages all over the line on the Newry section?—I understood it to be for the men that were in the town of Newry and working on the line. It would be, perhaps, taking in Warrenpoint and Portadown. I have also the increased wages for the different classes of artisans and tradesmen in Lurgan and Portadown and Armagh, and perhaps you might think it necessary to go into them.

2780. Will you please give us Lurgan?—Yes, sir. The following is the increase in wages in the town of Lurgan from 1901 to 1914:—

Increase in wages in the Town of Lurgan from 1901 to 1914.

Clerks, 20/- to 25/- per week. Mechanics, 30/- to 35/- per week. Plumbers, 8d. to 9½d. per hour. Carpenters, 6¼d. to 7¼d. per hour. Masons, 7½d. to 9d. per hour. Tailors 20/- to 25/-. Weavers, 14/- to 16/-, and up to £1 per week. Railway officials got a rise of 6d. per week within a short period. P.O. officials got a similar rise. Farm labourers, 8/- to 10/-, indoor. Road scavengers, 13/- to 15/-; and General Labourers, 13/- to 15/-.

I may mention that there is a hiring market for six months for agricultural labourers in the town of Newry and I was present at the last hiring market and I saw a man offered £9 and he refused to go until he got £10. I was looking on when that occurred in the hiring market.

2781. The CHAIRMAN.—Was that to go on a very large farm?—Yes.

2782. And perhaps he wanted this man as a leading man?—No, he would not be a leading man, because his son manages the farm. This man would be a ploughman, and would do general work. Now I can pass from wages, and I want to give you in round figures what it costs to keep myself. My total pay per annum is £57 4s. and the total mess cost is £33 6s., leaving a balance of £23 18s. Then there are my expenses as regards clothes, boots, underclothing, and dues for clergy, and sundry articles or necessities, such as shaving utensils, paste, towels, and bicycle, and repair of same, and I find that I have only £2 5s. left, and, of course, after allowing the sum of £8 for one month's leave as well.

2783. Mr. HEADLAM.—Are you able to get your leave every year?—Sometimes it is difficult, but I have always got it. As I said, I have got the sum of £2 5s. left, and that makes no allowances for the hundred and one little things that crop up from time to time and that the police are expected to contribute to. Particularly when a man is stationed in a locality for some time he is asked to contribute to charities and he cannot refuse. Well, now, sir, after providing myself

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with the bare necessities of life, I have not as much as would pay for tuition and books for the purpose of preparing for an examination. Consequently, it means for me, and many others like me, that I must deprive myself of the things that I require to keep myself in physical well-being and material comfort in order to procure the money to pay for my course of studies.

2784. Mr. HEADLAM.—You have not been able to save anything?—No.

2785. And you haven't had to support your parents?—No, sir. I have known many who are at present in debt because they indulged in a little amusement. It takes a man to be a bit economical to live within his salary.

2786. What is your cash salary?—£57 4s.

2787. And your allowances?—They include boot allowances and straw and other things.

2788. The CHAIRMAN.—You have over five years' service?—Yes, sir, six-and-a-half years' service.

2789. You have not got your seven years' service?—No, sir. I am young and I have every desire to get on in the service, but it comes very hard on me to pinch myself in other ways in order to qualify myself for promotion. It will be easily seen from this that men who are inclined to indulge even in very slight amusements cannot do so without getting into debt. I know many young men of short service who are circumstanced in that way. There is no prospect whatever of a young man of four or five years' service to look forward to getting married. He can save nothing for this purpose from his pay. Policemen who want to get married find themselves in a difficult position, in that they are cut away from their friends, and must start anew with setting up a house and getting in furniture, etc., which means expense on a new married couple. If it is possible, I would be in favour of allowing constables to get married after seven years' service, as at present, but not sooner, having regard to the average pay. I cannot see how they can possibly do so before ten years' service, if they can do so even then.

2790. The CHAIRMAN.—Do you say that he ought not to?—Yes, as he is circumstanced at present. Every encouragement should be given to the men to get married as soon as possible, because they would have more interest in the service and more opportunities of rearing their families and providing for their wants and comforts. We also say that lodging allowance should be given to the men immediately on marriage after seven years' service, and not after ten, as at present, such amount to cover the house rent of the place where they are stationed. Sometimes in the towns in the North of Ireland the men pay as much as £14 and £15 and even £18 a year, because it is rather difficult to get houses in these towns.

2791. And they think it should be according to the rents charged for houses in the towns in which they are?—Yes. There are men stationed in the areas in which I am and they have been married before they had seven years' service, and consequently they were deprived of the lodging allowance. These are in a very bad state, and I respectfully ask that if anything could be done for them it should be done, and I would be very glad if the Committee took a special note of the matter.

2792. The CHAIRMAN.—We have had others drawing attention to this. Will you please continue?—As regards the recruits now coming to the Force, I would like to give a few instances. During the past four years I have known two men presenting themselves as candidates. One of them had made mistakes in simple dictation and he was told to go away and improve, and the next time he came back he made twenty-six mistakes. He is now a member of the Force. Another time a man came to the barracks as candidate and I asked him had he been at school and he said no, and that the most of his time he had been on the farm. He was not able to spell barracks. Young men in the Province of Ulster find more remunerative employment in the cities of Belfast, Derry and other North-Eastern industrial centres. They find employment as skilled workers in ship yards and as tradesmen.

2793. Mr. HEADLAM.—Skilled workers?—Yes, it doesn't take long to become a skilled worker. They are also employed as clerks. The social conditions of the class from which the police are drawn are improved

owing to the operation of the different Land Acts, and many young men remain to work the farms. In Ulster many young men, who would make desirable recruits for the Force, emigrate to Canada, America, and Australia, and some find their way to English and Colonial Police Forces, which offer better attractions. Owing to the impending political changes, many young men do not care to join the Force, as they do not care to be called upon to discharge unpleasant duties. Even at present, the police have a lot of delicate work to perform in connection with a political movement in the North of Ireland. When I had twelve months served I was asked by a former friend school-mate if I would advise him to join the Constabulary. I informed him of the condition of service, and it is needless to add that he at once declined to become a member. He asked me if I could advise him as to what would be a suitable business. I have known Belfast well, and I knew the shipyards, and I told him that I thought the best thing he could do was to become a Carpenter. He shortly afterwards became apprenticed to the Carpentry trade, and is at present employed in the great shipbuilding yard of Harland and Wolff in the Queen's Island, Belfast, and is earning £2 5s. per week, or considerably more than a head constable in the R.I.C.

2794. How long did he serve at the Carpentry?—Two years. I have frequently seen him at work. I can assure the Committee that I would get more hardships on one night's patrol in winter than he would get in a week. He seems happy and contented.

2795. And I suppose in bad times Harland and Wolff reduce their staff?—Well, they keep a good man.

2796. They always keep a certain number?—They always keep on a very large number, and there is no likelihood of reduction of the staff ever affecting him.

2797. But depression in the trade does happen?—Yes. I had a brother that served in the Grocery business. He was in the county Donegal, and earning £35 a year, all found, and getting no promotion he emigrated to Canada. Before he went the Manager offered him £40 a year—an increase of £5—and he would not stop. He went into business in Canada, and his salary was a little improved. He left the business altogether and is now a Conductor on the trams in Canada, and in the last letter I had from him he told me that he can easily save £60 to £70 a year, which is considerably more than my salary altogether.

2798. The CHAIRMAN.—That is about £1 a week?—Yes, sir, and he says that the cost of living there is very little more than what it is here.

2799. Mr. HEADLAM.—That is contrary to the received impression. Whereabouts in Canada is that?—In Winnipeg.

2800. The CHAIRMAN.—Go on?—Well, during my time two young men resigned and they went to Canada. One of them is now in Toronto. He started on a salary of £95 a year, and the chances of promotion were good, he informed me, and he would give me every inducement to go there. I never heard from the other man. Comparing the responsibility of the men of the R.I.C. with that of the clerks and the workers in the trades I have referred to it will be seen how heavy they are. We require to be more independent, and we require to be better educated, and must devote all our time to our duties if we wish to be successful. Then we are called upon to enforce the Licensing Laws and various other Acts of Parliament that call for tact and ability and good discretion and common sense. A member of the force must deal with the Diseases of Animals Act particularly in the case of Foot-and-Mouth Disease.

2801. Mr. HEADLAM.—Do you manage, as a rule, to get your eight hours' leave?—During my service I have not availed myself more than three times of it because in the north of Ireland it is difficult to get that leave. It is necessary, and men cannot be allowed away from their station as you could not tell what might turn up.

2802. The CHAIRMAN.—I suppose if you were going away for ten or twelve hours you would like to know whether you would be likely to be wanted?—Yes, that would be an element. Comparing civilians in private life with the police it will be found that civilians are only responsible for what they directly come in contact with whereas the police are responsible for every-

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thing on their beat, and for searching houses for stolen property, and if a man does anything wrong he may render himself liable to litigation in a court of law.

2803. The CHAIRMAN.—That doesn't often happen?—No, but at the present time the people are becoming more educated and therefore are more apt to dispute the authority of the police, and consequently the police have to be more proficient and better educated. Well, now, sir, in comparing the hours of the police with those of civilians, in the north of Ireland a policeman's duty is never done. In the station in Newry on an average of three evenings in the week the men were confined to barracks. A man has to go on from 9 in the morning till two, and then he stays in the barrack till six or seven. That is as bad as if you were on duty, because you were confined to barracks, and you can do nothing else. That is in order to be available for bands, parades, etc. Half of the party must be in the barracks or in the immediate vicinity. In Birmingham or London when a man is off duty he can go to his lodgings, and if that is done in Birmingham and London it is difficult to see why it could not be done as well in Connemara.

2804. Mr. HEADLAM.—When you are confined to barracks you can read a book—can't you?—Yes.

2805. This rule is really hard on the married men?—Yes. There is always a certain strain when you know that you must be prepared to go out.

2806. The CHAIRMAN.—Very well, will you please go on?—Well, now, the men that I represent have asked me to lay before you the fact that police must buy brushes, soap, ink, table-cloths, dish-cloths, etc., for the upkeep and cleanliness of the Quarters; must employ servants for washing floors, and must pay for their own laundry, etc. They must replace all articles broken by their servants and also by those in custody. They must supply Dayroom Clock, their own Boot Polish, etc. The police must supply articles for the cleaning up of the lock-up for the accommodation of prisoners. These should be provided by the Government. Then, again, in the English forces, the police after hours can engage in their trades, if they have one, collect rents, debts, assist in office work, and thus financially increase their incomes. Their wives can keep a shop, keep lodgers, and engage in any business. It is not so in the Royal Irish Constabulary.

2807. Mr. HEADLAM.—What authority have you for that?—Well, it is generally understood in the R.I.C.

2808. Yes, it has been said before, but what authority have you for it?—I have a friend from Birmingham, and he has told me a good deal about the conditions of service there.

2809. Did he tell you that policemen in Birmingham were allowed to keep a shop or a publichouse?—No; he stated that he was a tailor, and he could work at it if he liked.

2810. The CHAIRMAN.—That is working for profit?—Yes; I would object to that personally if it might interfere with the duty.

2811. How long has that man been here from Birmingham?—He was two years in the Birmingham police and he has the same service as I have in the R.I.C. I had a letter from him the day before yesterday, and he told me that he expected to be going shortly. He also told me that in Birmingham a man can retire after 26 years' service on 2/3rds of his annual pay and allowances, and then being only about 46 years of age he is well able to get employment, because he is not debarred from competing in the labour market with men of equal ability, whereas in Ireland he would not be permitted. I have, myself, known a police sergeant in Newry who was on pension, and he got employment in a picture hall as door-keeper. There was much indignation at the appointment, and the man that started the picture hall—an Englishman—thought the policeman was ideal for the purpose. We had great difficulty in protecting the sergeant against the people who had come round the hall.

2812. The CHAIRMAN.—Has he held on?—No, sir; he has left the employment. He held it for about twelve months.

2813. Mr. STARKIE.—As regards the English Constabulary engaging in trade and the conditions of ser-

vice in the Birmingham police I see it is stipulated by the Regulations that "each member of the force shall devote his whole time to the police service of the city, and he must not directly or indirectly carry on any trade or calling," and it goes on to state that "he shall not be directly or indirectly connected with a bar or publichouse."

Witness.—Well, anyway the policeman informed me that he could engage in trade, and that if a policeman was a tailor or a shoemaker he could work at it.

2814. Mr. STARKIE.—It is evidently strictly prohibited?—Yes, sir; apparently according to that. There is another matter, and that is in connection with holidays. Civil employees have 52 Sundays free, and also 52 half-holidays, making 78 full days, whereas the police have only thirty days.

2815. Mr. HEADLAM.—It is like the Civil Servants; it is only a privilege and not a right?—Yes, sir. Again Civil employees get three or four days at Christmas and the same at Easter.

2816. Who get them—civilians in private life?—Yes. With reference to barrack accommodation I want to say a few words. Barrack accommodation costs each single man 4s. 4d. per month, and he is not allowed to have even a chair in the dormitory, or any other article of furniture; and he has got to place his clothes on the floor. The men have no privacy whatever: they live in common, and if they want to write a private letter they have no place for the purpose. In very few barracks is accommodation available for a young policeman who wishes to study. The regulation box is not sufficient for the keeping of your clothes in order, and you are not allowed to keep any other box except a small cleaning box for cleaning utensils. Some improvement might also be effected with regard to the bedding accommodation, which is not in keeping with present day requirements. We claim to abolish the barrack rent and be given accommodation free, or be allowed to live comfortably outside.

2817. The CHAIRMAN.—The bedding is a straw mattress?—Yes, sir; and there is another matter with regard to the fuel allowance. In a town like Newry the allowance is not of much use because there must be a fire at all times of the night.

2818. Has there been an application for an extra allowance?—No, sir.

2819. Well, if the circumstances justify it there can be an allowance made. Will you continue now?—Yes, sir; and now as regards the bicycles. It is a very important matter now in the police service, and we must provide the bicycles out of our own purse. The bicycles are extensively used in the police service, and are a saving to the public purse. At present there is no encouragement given to cyclists, as I have a bicycle for the past six years and I never got more than six shillings although I have been out of pocket at the rate of £3 per year to maintain it.

2820. Mr. HEADLAM.—You have received only six shillings for the past six years?—Not even as much as that. The expenses of upkeep of cycles should be borne by the Government. Owing to the plans adopted by present-day criminals, bicycles are absolutely essential to the successful working of the police establishment. I have been on various occasions successful in the capture of criminals by using my bicycle. Cycling allowance should be paid from the barrack, not as at present, after a distance of eight miles are covered. There is no other branch of the public service in which bicycles could be used with more success than in the police, especially in rural districts.

2821. Mr. HEADLAM.—Your allowance works out at very little a year?—Two shillings or three shillings a year was possibly all. For the past two or three years I have got nothing.

2822. The CHAIRMAN.—Are you allowed mileage from your station if you go beyond the eight miles?—Yes, sir; but you must go beyond the eight miles.

2823. Mr. STARKIE.—What does the bicycle cost?—I have a bicycle that I got last summer and I gave in an old one that was valued at £3 10s., and I had a balance of £6 10s. That meant a total cost of £10.

2824. How many have you had since you joined?—I have had two. As far as I am concerned I use it in the public service entirely. I haven't used it more

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than six times in the summer time for pleasure. The men that I represent wish me also to say that as regards the rule prohibiting them to serve in their own native county it is very hard on the men not to be given an opportunity of serving in an adjoining county, and some modification of this rule would be very much welcomed by the members of the Force.

2825. Mr. HEADLAM.—What is the rule?—At the present moment a man is not allowed to serve in the county adjoining that of which he is a native. They also request that the railway authorities should be approached to permit the police to travel at a reduced fare when going on and returning from leave, on a voucher from the County Inspector. The police are entitled to this concession as they render valuable help often in protecting railway property and so on. With regard to promotion and pension, and speaking for the men of my service, I desire to point out that there has been no improvement in our pay since 1883. It would be very desirable that a substantial increase should be given to men of this service, and they particularly request me to ask that it should be retrospective for a period of at least two years, to make up for the loss we have sustained.

2826. The CHAIRMAN.—That is this particular grade of constables?—Yes, sir. They also state that the promotion at the present time should in some way be accelerated, as a man could not hope to obtain promotion before 20 years' service. It would be fairer to the Force as a whole that the list of seniority promotion men should be kept at Dublin Castle instead of county headquarters. With regard to pension, they ask that there should be an increased pension given to the men so as to ensure that they would not be dependent on other employment when they retire from the Force, as many public bodies in Ireland, including the Newry Urban Council, have passed resolutions against the employment of police pensioners.

2827. Mr. HEADLAM.—Your proposal is that promotion should be all over the country, and not confined to counties?—Yes. With regard to the suggestion that the "P." system should be abolished, I don't think it need be argued that that would be a wise system to be adopted. As regards the increased pension, we say that men on retiring from the Force should not be dependent on other employment. I am requested to say that in reference to the subsistence allowance the 3/6 should be increased to 4/6 per night. Men going on temporary duty should get 1/- a day while absent from the station to cover the expenses incurred in such cases. At present a man must be eight hours absent from his station and it must be a distance of two miles before he can claim any subsistence allowance, and if he is on patrol duty he can't get the subsistence allowance, and it is difficult to understand what the distinction is.

2828. The CHAIRMAN.—Is a man frequently absent more than eight hours on patrol?—No, sir, although I have been myself on occasions. I was once watching a man for a serious crime, and we left the barracks the previous evening at seven o'clock and we were not back until ten o'clock the next day. I got no remuneration for that. With regard to the nature of the duty and the miles marched when a man is eight hours absent from the barracks the distance I think should not count. It must be two miles at present before you can claim subsistence allowance. Constables in charge of stations should be allowed charge allowance. They have the same responsibilities as sergeants. The men of counties Armagh and Down have asked me to deal with the question of records. The feeling exists that the system of awarding records should be dispensed with. We consider in the North of Ireland that records are more easily obtained where agrarian trouble is acute. I know during my time in the Newry district not a single record has been granted for good police work.

2829. The CHAIRMAN.—The granting of a favourable record always depends upon the man having done something exceptional?—Yes, I agree with that, but in a number of cases like that suitable records are also granted for good police duty and efficiency.

2830. Mr. STARRIE.—You think that more importance is attached to agrarian cases than to other cases?—Yes.

2831. That may be because agrarian crime is often organised crime and other crimes are not?—Yes, that may be so, and these men in the North of Ireland find it more difficult to compete at examinations, because a certain number of marks are awarded for favourable records. Then police work has become very difficult in the North of Ireland within recent years. This is accounted for owing to impending political changes, and to the existence of a number of secret societies, with which the police are required to keep in constant touch. I have heard the Irish Constabulary compared with the Police Forces of Great Britain by previous witnesses. In my opinion a comparison is impossible, because the duties of the English and Scotch Police Forces are entirely confined to the prevention and detection of crime, and to the regulation of street traffic, while in Ireland in addition to those duties the police have to keep in close touch with the movements of bands, political organisations, secret societies, as well as to furnish returns to the various Government Departments, such as the collection of Census, agricultural statistics, and returns for the information of the Inspector-General, etc.

2832. Mr. HEADLAM.—Of course, they have crime in England?—Yes, but there is a very successful and very strong detective department in Great Britain and they really deal with crime. This duty of collecting returns, etc., is performed free of cost by the Irish Constabulary, while in England highly paid civil officials are employed for the performance of this work. When a policeman's duty in England is finished he goes to his lodgings, dresses in plain clothes and enjoys all the advantages of civil life. The insufficient pay and the various unpleasant duties which the Irish Constabulary are called upon to perform in the North of Ireland have given rise to grave discontent, particularly amongst the young members. As it is most essential for the successful working of a police establishment that its members should be contented, I respectfully point out the urgent necessity of improving the financial position of the members of the Force, in view of the approaching trouble in Ireland, particularly in the North. I am therefore requested by my colleagues to ask that immediate effect by way of legislation should be given to the findings of the Committee. Some of the young members who have joined since 1908 have asked me to place before the Committee to have the period of service changed from 30 to 25 years, as heretofore. I believe this would have the effect of attracting more recruits to the Force. I think I can hardly add anything further except that I entirely agree with the evidence given by the previous witnesses.

2833. Mr. HEADLAM.—You have given us a good number of proposals that will place increased taxation on the taxpayers—have you anything to suggest to remove the burden of taxation?—Well, my brains are hardly equal to the task, but there are some points where economy might be effected. There are 70 stations in the East Cork Riding and 16 in Carlow. There is one County Inspector in the Cork district and one in the Carlow district, and if one County Inspector is able to manage Cork then Carlow must be very well managed.

2834. The CHAIRMAN.—And you think that some economy might be exercised by the redistribution of the stations in all the counties?—Yes.

2835. Well, up to the present time the constitution of the Force has been a county one?—Yes, sir. I would like to point out the difficulty of police duty in the North of Ireland. Most of the towns in the North of Ireland are divided into two sections for party purposes. On one side you have what is known as the Orange Party, and on the other you have the Nationalists. That adds considerably to our difficulty in dealing with these parties. We have to accompany them around, and we have on several occasions prevented serious disturbances and riots. We have a great experience of these things and we can advise the parties to go certain ways and do certain things that prevent a good deal of trouble. I have said that I entirely agree with the evidence given by previous witnesses, and I must say that I have listened with

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Constable PATRICK MCCOLLUM examined.

[Continued.]

pleasure to the evidence given by Mr. Pearson, of the Depot, and Mr. Roberts, County Inspector of Donegal, Mr. Price, D.I., Nenagh, and Mr. Ross, D.I., Belfast, and Mr. Smith, Commissioner of Belfast, who have stated our case in the ablest possible manner, and on behalf of the men whom I represent I wish to return my sincere thanks to the members of the Committee for the kindness and patience they have ex-

tended to me while endeavouring to present the claims of my comrades before you.

The CHAIRMAN.—Thank you. You have given us a good deal of very valuable information, particularly in that portion of the case relating to the conditions of labourers and artisans. You have added a great deal to what has been given us before on the subject.

Constable JOHN REILLY examined.

2836. The CHAIRMAN.—What is your Christian name?—John.

2837. You are stationed in Dunmanway, in the County Cork?—Yes, sir.

2838. How long have you been there?—Two years and five months.

2839. Have you served elsewhere?—Yes, in the East Riding of Cork, and Kerry, and Cork West Riding.

2840. What is your entire service?—Twenty-seven years and five months.

2841. Are you a married man?—Yes.

2842. What family have you?—Three, sir.

2843. And you come here to represent the views of certain persons?—Yes, the constables of the West Riding of Cork.

2844. And you had a consultation as to what you were to put before this Committee?—Yes, sir.

2845. And you probably have noted down the points?—Yes, sir.

2846. Well, just take your notes now and begin to tell us in your own order what you have come here to say?—Yes. I am instructed by the constables respectfully to ask for an increase in pay of at least 25 per cent. to constables of all grades. We base our claim upon the increased cost and standard of living. The prices of the following necessary articles indicate the increase in the cost at present as compared with that of 12 or 13 years ago. The prices I give are the average cost of the county which I represent, and are prepared from the several lists supplied to me by my comrades in various towns in the county, and I propose reading them. They are for the years 1901 and 1914.

2847. The CHAIRMAN.—You need not repeat the years in each case.

2848. Mr. HEADLAM.—Are they the actual figures or are they made from a collection of figures?—They are made from a collection of figures, and they are the average.

2849. Have you the actual figures from Dunmanway?—No, but they are there in this list.

	1901.			1914.			Rate of Increase.		
	£	s.	d.	£	s.	d.		s.	d.
Bread ...	0	0	5½	0	0	7½	Per 4-lb. loaf	0	2
Flour ...	0	19	0	1	11	0	per 20-stone sack	12	0
Butter ...	0	0	9	0	1	4	per lb.	0	7
Bacon (mild)	0	0	7	0	1	2	per lb.	0	7
Bacon (green)	0	0	5	0	1	0	per lb.	0	7
Eggs ...	0	0	8	0	1	4	per doz.	0	8
Milk ...	0	0	6	0	0	10	per gal.	0	4
Beef ...	0	0	7	0	0	9	per lb.	0	2
Mutton ...	9	0	7	0	0	9	per lb.	0	2
Tea ...	0	2	4	0	2	9	per lb.	0	5
Sugar ...	0	2	8	0	2	9	per stone	0	1
Jam ...	0	0	5½	0	0	7	per lb.	0	1½
Potatoes ...	0	0	4	0	0	7	per stone	0	3
Oil ...	0	0	7	0	0	10	per gal.	0	3
Candles ...	0	0	3½	0	0	4	per lb.	0	0½
Coal ...	1	2	6	1	15	0	per ton	12	6
Clothing ...	2	10	0	3	10	0	per suit	20	0
Boots ...	0	12	0	0	16	0	per pair	4	0
Oatmeal ...	0	1	2	0	1	10	per stone	0	8
Fish (salt) ...	0	0	2	0	0	4	per lb.	0	2
House Rent, &c.	0	3	0	0	5	0	per week	2	0

All classes of hosiery and woollen goods have advanced in retail prices 30 per cent.; hardware, &c., have advanced 20 per cent.; and the average increase on the twenty-four articles enumerated above is 54 per cent.

2850. Mr. HEADLAM.—How do you reckon the fish?—Two pence a pound increase. I have also prepared an estimate of my own outlay for the month of January of the present year. It is an estimate only of the bare necessities of life and includes nothing for clothing, boots, or upkeep of cooking utensils. It is as follows:—Groceries, including fish, meal, soap, candles, starch, pepper, and boot blacking, £1 2s. 10d. Bread and flour £1 2s. 4d. Potatoes, 9 stone at 7d. per stone, 5/3. Milk 10/5. Butter 11/8. Forty-one pounds of meat for a family of five persons for month, or 4¼ ounces each per day, £1 13s. 6d. Coal and oil 17/-. House rent £1. Contribution for cleaning barracks 2/2. Church collection on five Sundays 2/1. The whole amounts to £7 7s. 3d., and my monthly pay and allowances to £6 12s. 10d. So that leaves me in debt for the month to the sum of 14/5.

2851. The CHAIRMAN.—Do you pay £12 a year for your house?—Yes, sir. Now, I come to an estimate I have got from a single man of his average yearly outlay. He has allowed himself no luxuries and every item he enumerates I know from experience to be absolutely necessary. His yearly salary is £71 19s., and his outlay is £50 18s. 9d., which leaves £21 0s. 3d. for leave and emergencies. Allowing £8 for a month's leave, he would have only £12 odd to spare. This constable is in charge of a station for over two years, and for this he has received no charge allowance. I am also instructed by the constables whom I represent to ask that pensions be calculated upon the rates of pay and allowances drawn at the date of retirement. That the present allowance to the rank and file including allowance for clothes, be made pensionable, and that the maximum pay be attained at 15 years' service; that the present allowance for married men for lodging accommodation is totally inadequate; that lodging allowance of at least £12 per annum be granted to each man and that this amount be increased in cities and large towns; that the said allowance be paid to married men at seven years instead of 10 years' service; that deductions for barrack accommodation paid by single men and married men having their families in barracks be discontinued on the following grounds—that the accommodation allotted to married families in barracks is in almost every instance totally inadequate and altogether unsuitable. The barrack is open to the public, and the class of persons frequenting the barrack to make complaints belong generally to the lower order of society. Prisoners are confined in the lock-up in the immediate vicinity of married quarters and the language used by corner-boys and prostitutes has a contaminating influence on the minds of children of families in barracks. Sleep cannot be obtained in consequence of the disorder, and in cases of sickness this inconvenience is intensified. Sanitary accommodation is not provided for married families. Single men ought not to be compelled to pay barrack rent, as the accommodation for single men in barracks is altogether insufficient. There is no privacy. The day room in which they have to live and take their meals is open to the public. In this room special courts are frequently held on lunatics and prisoners. The public are continually coming and making complaints, delivering sheep dipping notices and various other business. Discomfort arising from disorderly prisoners prevents sufficient sleep. Seeing that the barrack is used so generally by all classes of society, from the lady and gentleman seeking information to the common thief and prostitute, an allowance to defray the cost of cleaning barracks, providing mats, brushes, soap, etc., should be borne by the

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Constable JOHN REILLY examined.

[Continued.]

public and the men relieved from this obligation. It is a very hard rule which compels a married man who seldom trespasses past the dayroom or hall of the barrack premises to contribute up to in most cases £1 6s. annually towards cleaning premises used as a commonage by all classes of society, from the highest to the lowest, while the public in whose interest the establishment is maintained contribute nothing to defray the expenses.

2852. The CHAIRMAN.—That statement would almost go to show that there should be no married families in barrack at all?—They should not, at any rate, be asked to contribute to the maintenance of the place under these circumstances.

2853. The circumstances of each barrack are considered before a married man with a family is allowed to live in it?—Yes.

2854. Well, what else have you to say to us?—Well, I am asked to say that the allowance for fuel and light is insufficient, as an increase has not been granted for 20 years, notwithstanding the increased cost in the case of coal of 55 per cent. and in the case of oil and candles 28 per cent. We also ask that married men on temporary service be allowed separation allowance for the whole time they are on temporary service, and that the nightly absence allowance be increased to 4/6 in every case. We also ask that the rule compelling men going on leave to pay the expense of a substitute be abolished, and that the expenses where necessarily incurred be charged to the public; and that charge allowance be paid to constables in charge of stations, the same as the men of higher ranks.

2855. The CHAIRMAN.—The payment of a substitute means the trifling matter of the travelling expenses of the man who goes to take his place?—Yes, sir.

2856. And it doesn't mean the pay?—No, sir. We also ask that merit pay should be given to deserving constables at 20 years' service who through no fault of their own are not promoted. We ask that the rule compelling men to remain single for seven years after joining the Force should be abolished; and we do so on behalf of the poor men, 28 in number, who have married without leave, in order that the penalty attaching to them should cease, so that the wives and children of those men may be recognised by us as respectable connections, as we believe those men have already been sufficiently punished for what is, after all, a very venial offence. I have been asked to say a few words about the class of candidates that are seeking admission to the Force. They are so physically and intellectually and socially unfit that if they presented themselves ten years ago they would be rejected at sight.

2857. Mr. HEADLAM.—You have noticed them yourself?—Yes, sir.

2858. In the County Cork?—Yes, and we ask that a rule should be applied to prevent the admission of such members to the Force. Now, sir, that is all I wish to put forward.

The CHAIRMAN.—Well, Constable, I think you have put your views to us very well and very clearly. We are very much obliged to you. We shall adjourn now to to-morrow morning at 10 o'clock.

SIXTH DAY--WEDNESDAY, MARCH 4TH, 1914.

At No. 5, Upper Castle Yard, Dublin.

Present:—The Right Hon. Sir DAVID HARREL, K.C.B., K.C.V.O., I.S.O. (Chairman); Mr. MAURICE F. HEADLAM, Treasury Remembrancer; Mr. ROBERT F. STARKIE, R.M.; and

Mr. JOSEPH BRENNAN, *Secretary*.

Mr. THOMAS POLLOCK, J.P., Cavan, examined.

2859. The CHAIRMAN.—What is your christian name, Mr. Pollock?—Thomas.

2860. Where do you reside?—In Cavan.

2861. Cavan town?—Yes.

2862. Are you in business there?—Yes.

2863. What business?—General business, grocery, hardware, machinery, and coal, and timber, and building material.

2864. Did you receive any instruction as to what you might be asked here?—I did, sir.

2865. And have you made any notes as to the evidence you would give?—Yes, I have.

2866. Perhaps you will refer to your notes and give us any information that you think would interest the Committee?—Well, in what direction would you like information—as regards prices or what?

2867. We want as far as possible a comparison for the last twelve or fourteen years as to prices and the resulting difference, if there be a difference, in the cost of living; also something as to the general standard of living and comfort which existed then and which exists now amongst, I don't say quite the humble classes of people, but generally, and we would like if you gave us then your experience of the rise of wages of various skilled and unskilled trades, including agricultural labourers, labourers in towns, vanmen,

carters, railway officials, and the wages also of artisans, carpenters, masons, and so on, and a comparison between what they got twelve or fourteen years ago and what they are getting now. We will take anything particular that you have to give.

2868. Mr. HEADLAM.—We would also like the prices of commodities thirty years ago if you have got them, and the wages also.

2869. The CHAIRMAN.—How long are you in business in Cavan?—About 25 years; and I can go back to '83, the year I went to business.

2870. Well, now, will you give us anything you have?—I have made out a list here from our books, going back to 1901. I could have gone back further if I thought it necessary. However, I have taken out the different commodities that are used in every-day life, such as food, and I have put down the prices in 1901 and the price in 1914, and the percentage of increase or decrease as the case may be.

2871. Yes; will you please go on?—So far as the list before me goes, it is conversant with everything required for daily consumption and there is unfortunately no decrease in the prices.

2872. You need not repeat 1901 or 1914 for each commodity; will you just name the commodity and the prices then and the prices now?—Just so.

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Mr. THOMAS POLLOCK, J.P., Cavan, examined.

[Continued.]

2873. You haven't the prices there for 1883?—No, I have not, but there are a few outstanding items that I can give you. This is my list of retail prices and the percentage of increase in the price of each commodity:—

—	1901.	1914.	Rate of Increase.
	£ s. d.	£ s. d.	Per cent.
Bread ...	0 0 2½	0 0 3	per 2-lb. loaf. 20
Flour ...	0 10 6	0 13 9	per cwt. 30
Bacon ...	0 0 7	0 1 2	per lb. 100
Beef ...	0 0 7	0 0 9	per lb. 28·5
Mutton ...	0 0 7	0 0 10½	per lb. 50
Pork (fresh) ...	0 5	0 0 9	per lb. 80
Potatoes ...	0 0 4	0 0 6	per stone 50
Butter ...	0 0 9	0 1 2	per lb. 55·5
Milk ...	0 0 2½	0 0 3½	per quart 40
Tea ...	0 2 0	0 2 2	per lb. 8·3
Sugar ...	0 2 0	0 2 4	per stone 17
Jam (mixed fruit).	0 0 6	0 0 7	per 2-lb. pot 17
Strawberry ...	0 0 8	0 0 10	per 2-lb. pot 25
Raspberry ...	0 0 8	0 0 10	per 2-lb. pot 25
Black Currant	0 0 9	0 1 0	per 2-lb. pot 33½
Dried Currants	0 0 3	0 0 5	per lb. 66·6
Raisins ...	0 0 5	0 0 8	per lb. 60
Cheese ...	0 0 8	0 0 10	per lb. 25
Rice ...	0 0 2	0 0 3	per lb. 50
Candles ...	0 0 3	0 0 3½	per lb. 16·6
Soap ...	0 3 0	0 3 6	per stone 16·6
Oatmeal ...	0 1 6	0 2 1	per stone 38·8
Eggs ...	0 0 9	0 1 4	per doz. 55·5
Turkeys ...	0 0 6	0 0 9	per lb. 50
Geese ...	0 2 4	0 4 0	each 71
Chickens ...	0 1 0	0 2 0	each 100
Washing Soda	0 1 2	0 1 7	per stone 35·7
Matches ...	0 0 2½	0 0 3½	per doz. 40
Paraffin Oil	0 0 6	0 0 9	per gall. 50
Coal ...	1 3 0	1 11 8	per ton 37·4
Turf ...	0 3 6	0 7 0	per cart. 40

2874. Mr. HEADLAM.—Was that American bacon that you quoted?—No, Irish bacon. I give the Cavan prices for beef and mutton and other things.

2875. The CHAIRMAN.—Is the coal the price in Cavan town?—Yes. Fish has increased above 49 per cent.—all kinds of fish.

2876. Fresh and salt?—No, fresh. I have not taken out the price of salt fish, because I don't handle it. That exhausts my grocery list. If there are any other articles—

2877. The CHAIRMAN.—Have you boots?—No.

2878. Or soft goods?—No. I don't touch them, but I know that boots have gone up 25 per cent. in price. Do you want to know anything about building materials?

2879. Yes; will you please give it to us?—Well, that has affected house rent very much. In 1901 timber was £12 per standard, and they are now £20 for the same thing, an increase of 66·6 per cent.

2880. Are they imported?—Yes, from Norway or America. Then bricks were 21/6 per thousand in 1901, and they are 28/6 to-day in Belfast, that is an increase of 33 per cent. Cement was 4/- per two cwt. in 1901 and it is now 6/-, an increase of 50 per cent.; and house rent is another thing I have noted down here. There are some houses that I know very well in Cavan. They were let in 1901 at £16, and they are let now at £22 a year.

2881. What class of houses are these?—They are the ordinary class of artisan's dwelling. They have a bathroom and a w.c. out in the yard.

2882. And they are £22 a year?—Yes.

2883. And is that the sort of house that the policemen would be obliged to take?—Yes.

2884. Is there a cheaper house than that?—There is a cheaper house let at 5/6 a week; but that is a very small house and has no bathroom or water closet inside.

2885. Mr. HEADLAM.—Has the population of Cavan increased?—No.

2886. Are there any houses built within the last few years?—Oh, yes, within the last four years there have been houses built by the Urban Council.

2887. The CHAIRMAN.—What rent is paid for these?—2/6 a week.

2888. Is there any garden?—Yes. They are built under a scheme.

2889. Are they available for policemen?—No, it is labourers principally that occupy these houses.

2890. Mr. HEADLAM.—You say that they are not available for policemen. Are police eligible to apply for them?—Yes.

2891. They are not prohibited from applying for them?—No.

2892. And would a policeman get one if he applied for it?—Oh, yes.

2893. The CHAIRMAN.—Would he get it?—Oh, yes, I think so. The only objection is that it would be far away from his barrack—between a quarter and a half of a mile away.

2894. Have you made any note of the rate of wages?—I have, sir. I will give you our own workmen's wages.

2895. Before you go to the wages, can you give us any information with regard to prices in 1883 and 1886, as compared with the list that you have given us now?—As I told you, I do not know about the prices so far back as that. In 1889, which was the year that I came to Cavan, I bought 300 tons of the best wigan coal in Belfast at 8/6 a ton and this year the lowest price it has touched is 15/- on rails, Belfast.

2896. But I understood you to say 1883?—Yes, that was the year I went to business, but I didn't come to Cavan till 1889.

2897. Where were you in business before?—In Monaghan.

2898. Had you any knowledge of the price in coal in these years?—Yes.

2899. Did you know anything particular about the price of coal in 1884?—So far as I remember the retail price was 10d. a cwt. I am only speaking from memory, and that was the price. Possibly the English coal would be 1/-.

2900. I wish to refer you particularly to one period at which the prices of commodities, particularly coal, jumped up?—Oh, that was long since that.

2901. Was that 1884, when coal was something like £2 a ton?—Oh, there must have been a strike on then.

2902. No, there was a spell of great prosperity, and miners were making at that time 50 per cent. over base rates. Do you know anything about that?—I don't. I was only an apprentice then.

2903. I wanted to know if you had noticed it?—No, the first purchase of coal I made in Cavan was at 8/6 a ton.

2904. Mr. HEADLAM.—Was that in Cavan?—No, in Belfast, and by rail to Cavan. And that year timber was £10 10s. a standard and it is now £20. In 1889, the same year, American bacon was 3½d. a pound, and it is now 9d. That is one of the things that fixed itself in my memory, because the first thing I saw in Cavan was bacon at 3½d. a pound.

2905. The CHAIRMAN.—That was States bacon?—Yes.

2906. Do you get Canadian bacon?—Yes, but the supply is very limited.

2907. And that is the cause of the high price?—These are about the only things I can remember in 1889.

2908. Mr. HEADLAM.—A witness from Cavan appeared before the Commission in 1883 and gave amongst others the following prices:—Tea 3/4 a pound; sugar 4d. a pound; butter 1/4 a pound; 9d. a pound for beef; 8d. a stone for potatoes; 9½d. a pound for American bacon; and 16/- for a pair of boots.

Witness.—It must have been very fancy cuts of American bacon at that price. I am referring to American backs.

2909. Mr. HEADLAM.—You are speaking of 1889, and these are 1882 prices?—Yes.

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Mr. THOMAS POLLOCK, J.P., Cavan, examined.

[Continued.]

2910. Your prices are the retail prices in Cavan?—Yes.

2911. And the imported goods are the import price plus the cost of carriage plus your profit?—Yes.

2912. Would it be easy for a policeman to get his goods by post from Dublin or London?—Yes.

2913. And would he save anything by that?—Oh, not always; in some particular articles he might save something.

2914. It would not be a popular proceeding?—No, quite the reverse. There are some outstanding articles in nearly every trade that are sold cheap and these can be got cheap, and there are some things that are sold cheap just as a sort of lead to other purchases.

2915. The CHAIRMAN.—That is business?—Yes, an advertisement.

2916. There is opposition in all trades, even in Cavan?—Yes, too much; but opposition is the life of a town.

2917. I presume that a man that has cash in his hand can get good value in Cavan?—Yes, no doubt. A cash man is wanted everywhere.

2918. Mr. STARKIE.—In any part of the County Cavan do potatoes go up to 9d. a stone? It has been stated that they have been 9d. a stone in the County Cavan?—Not to my knowledge. I don't pay it certainly.

2919. The CHAIRMAN.—Do you buy by the stone or the cwt.?—Oh, by the sack in the market. Of course, they may have been retailed at that price. The price that I give is the price in the market. If you go to the green grocer you may pay 2d. or 3d. a stone more.

2920. Mr. STARKIE.—I suppose they are all cash transactions in the market?—Yes, all cash. Potatoes, of course, vary very much in price. They may be 8d. a stone this year and 4d. the next year.

2921. It depends upon the supply?—Yes, this year the crop was more or less a failure. Now, as to wages in 1896, we were paying our labourers 10/- a week, that is our carters and vanmen.

2922. The CHAIRMAN.—Had they any more from you but that?—Nothing.

2923. Any allowances?—If they were out from home they got 1/- for their dinner. That was all. The same men are getting 15/- now. Of course, that was not all put on at once. In the next year, 1897, I advanced them to 12/- a week, and since then they were given advances occasionally, which bring them up to 15/- now.

2924. How many men do you employ at present?—About ten constant men.

2925. At that wage?—Some of them, and some of them as high as 22/6 a week. For instance, our yard man was getting 13/6 a week when I came and he is getting 22/6 a week now; and the next to him is getting 14/- a week and he was formerly getting only 10/-. The standard of wages all over the town is at pretty much the same rate, and the labourers generally, like men attending bricklaying and so on, get 15/- a week.

2926. Do all these men, bricklayers, and so on, work full time?—Well, about 5½ days; they leave off on Saturdays at one o'clock.

2927. Are they paid for that?—They are paid the full week's wages. Bricklayers are paid 35/- to 40/- a week, according to their worth; carpenters 30/- to 35/-; and plumbers 30/- to £2 a week.

2928. The bricklayer appears to be the most highly paid?—Yes, a good bricklayer is a skilled tradesman. There are bricklayers that would not lay 1,000 bricks in a day, and there are others that would lay 4,000; and there are some that do fancy work that the ordinary man cannot do. Stone masons are paid 30/- to 35/- a week; but the prevailing price is 30/-. Then there are the plasterers who are paid by piece work, and they are able to earn £2 a week. While they work by the day they get 30/- to 35/- and painters get the same.

2929. Have you any industries in Cavan?—No.

2930. Any mill?—There is a saw mill with three or four men, that is all. That is the great want with us, not to have employment for any of our young people.

2931. Now, as regards the young people growing up

in Cavan, do they stay with you or what?—They go away to America or Canada. There are a good many of them going away now to Canada.

2932. Both sexes?—Yes.

2933. How are they doing?—We don't get very bad reports from across the water. They are all getting on well. I know one family of four boys that went to America twenty-five years ago and they have got on remarkably well. They are wealthy people to-day in New York. They were formerly plumbers.

2934. Is there anything else that you think would be useful to us?—I really don't know. If you want any idea of the prices of articles in the outlying districts I can give it to you.

2935. Do you supply them in the outlying districts to the small shops?—Yes, we supply up to a radius of fourteen miles around. We supply customers and small shops that retail our goods. We deliver coal and other goods to places outside, to the police barracks and so on. The price for delivering a ton of coal seven miles outside is 7/6 and that has to be added on to the Cavan price.

2936. And for other commodities you charge Cavan prices?—No, we charge 10 per cent. for delivery.

2937. On all sorts of goods?—Well, there is no difference in tea, but any heavy stuff, bag stuff, we charge for that.

2938. Oh, yes, but the light grocery stuff?—We make no charge for that provided it was going out with another load of stuff.

2939. And, of course, the small shops can sell it for the same?—Well, hardly. Their turnover is so small.

2940. And I suppose credit is general?—Yes, unfortunately, in our county, and the same applies to every county in Ireland.

2941. Is that almost the rule now?—Yes; more than half of our business goes through the books.

2942. And I suppose there is a certain percentage that you don't expect to recover?—Well, no one can carry on business and give credit without making bad debts.

2943. Mr. STARKIE.—Is there any discount for cash?—No, of course, people that don't pay cash for certain commodities have to pay extra.

2944. The CHAIRMAN.—If it goes through your book there is a little on?—Yes, if they are charged for extended credit there is always a little put on.

2945. Mr. HEADLAM.—That is not confined to Ireland?—Of course not, and any man that doesn't conduct his business in that way will have very little business.

2946. If you were a gambler would you speculate for a rise or fall in prices?—I would speculate for a rise.

2947. A continued rise?—Well I would not say that. There are some commodities that we will never see down to the old prices—coal and bacon, for instance. In fact there is not a single article in the list that I expect to see as cheap as it was. Every article in that is affected by the labour market.

2948. Mr. HEADLAM.—I can give you some interesting figures, given before the Commission in 1872. The prices in Belfast were—in 1865, beef, 9d. a pound; in 1872, 1/- a pound, butter 1/- and 1/5d. a pound, bread 6½d. and 8½d., eggs 11d. a dozen and 1/2 a dozen. It shows that prices have varied tremendously. In 1865 coal was 15/6 a ton in Belfast; and it changed to 29/6.

Witness.—Yes, that is peculiar.

2949. Mr. HEADLAM.—Your experience is that the prices are not likely to drop at present?—No; for instance flour is up at the present time and it will never be so cheap again. We can never again get American wheat the same as we used long ago.

2950. Don't you get Russian wheat?—Yes, but that won't make up for it.

2951. Mr. STARKIE.—Are you able to say anything about the standard of living in Cavan?—Well, the standard of living has increased very much. I remember the farmers' daughters coming into Cavan with shawls on their heads: they come in now dressed in the latest fashions. There is a great increase in the consumption of tea, and sugar, and flour, and that sort of thing.

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Mr. THOMAS POLLOCK, J.P., Cavan, examined.

[Continued.]

2952. Is there any increase in the consumption of meat?—Oh, yes. We had only two butchers when I came to Cavan first, and now we have four. At that time it was very rarely you would see farmers buying beef or mutton except at Christmas time and now they buy it twice a week. The labourers too live much more expensively than they did ten or twenty years ago, and the standard of living all round has been raised very much.

2953. Mr. HEADLAM.—Do you take any part in the local government of Cavan?—I have been fifteen years a member of the Urban Council.

2954. Is there any prejudice against the employment of police pensioners among you?—Yes; a decided prejudice.

2955. And they would not get any employment under

the Council for political reasons?—Yes, political reasons. We had an advertisement for a Town Hall Keeper, and we had an application from a policeman—an excellent fellow—and I proposed him and I was overruled.

2956. Mr. STARKIE.—What was the salary?—7/6d. a week, and free coal and light.

2957. The CHAIRMAN.—Have you many police pensioners in Cavan?—About three or four.

2958. Do you know any that have retired and have got situations?—No.

2959. Do any of them settle on the land?—Some of them do. I know one, a head constable, who is working a farm that he got from his father, and another retired policeman is starting a little boot business in the town. That is all I know that are doing anything.

Head Constable ANTHONY DALY, examined.

2960. The CHAIRMAN.—Your Christian name?—Anthony.

2961. You are stationed in Kildare?—Yes.

2962. Kildare town?—Yes.

2963. How long have you been promoted?—Two years and two months, to the rank of head constable. I have served in Mayo, Kildare, Rosecommon, and back again to Kildare.

2964. What is your native place?—Galway.

2965. And you are here representing the views of certain persons?—Yes, the head constables and the police generally of Leinster.

2966. And I take it that you have made some notes for the purpose of presenting their views before the Committee?—Yes, sir.

2967. Will you refer to them and just give us your views in the order in which you have them down? Of course you have heard a good deal of the evidence here?—Yes.

2968. And you know the particular points that have been very much dwelt upon?—Yes.

2969. I don't want to limit you, but you might bear that in mind?—As regards the statistics of living I will not touch upon them at all, because I am satisfied that the figures given for the past week are sufficient, but the only point that has not been referred to is the extra cost of clothing of women and children, and on that score I have made out a list that will show the difference in price from 1901 to 1914 as regards the clothing of a mother and five children.

2970. You are a married man?—Yes.

2971. And have a family?—Yes. On this count if you think it necessary I will read out the various articles and the prices and the increase or decrease during the periods. I will give only the necessary articles required, just the bare necessities. As regards the mother the price of two hats in 1901 was 18/-, and in 1914 18/6, being an advance of 6d. on hats. The price of two dresses in 1901 was 55/-, and in 1914 65/-, being an advance of 10/-; the price of 3 blouses in 1901 was 22/-, and in 1914 26/-, being an advance of 4/-; the price of 3 chemises and drawers in 1901 was 11/3, and in 1914 12/9, being an advance of 1/6d.; the price of one fur scarf in 1901 was 20/-, and in 1914 26/-, being an advance of 6/-; one coat in 1901 was 30/-, and in 1914 35/-, an advance of 5/-; 3 petticoats in 1901 at 12/-, in 1914 13/6d., an advance of 1/6d.; 4 pairs of stockings 4/- in 1901, and 4/8d. in 1914, an advance of 8d.; 2 night-dresses in 1901 5/-, and in 1914 5/6, advance 6d.; 2 pinafores 5/- in 1901, and 6/- in 1914, an advance of 1/-; 2 corsets in 1901 6/-, and in 1914 7/6d., an advance of 1/6d.; 2 pairs of boots 16/- in 1901, and 18/6d. in 1914, an advance of 2/6d.; 2 pairs of gloves in 1901 2/6d., and in 1914 5/6d., and advance of 1/-, and for bodices in 1901 6/-, and in 1914 6/6d., an advance of 6d. That means that it costs £1 14s. 2d. more to purchase these articles for a mother in 1914 than it did in 1901.

2972. The CHAIRMAN.—What you have been reading out is your estimate of what you say a mother requires,

but did you keep any account of what was actually spent by your wife in clothing in any one year?—No, I didn't.

2973. And I presume the estimate for the children is very much the same?—Yes; the total increase as regards the children would come to—in the case of a child of 14, £1 5s. 5d.; a child of 12, 17/6d.; a child of 10, 13/11d.; a child of 8, 11/-, and a child of 6 years old, 14/1d.

2974. And again, as regards the prices, that is your estimate, but you have not kept an actual account?—No; that is the lowest rate at which these things can possibly be purchased, or the parties dressed.

2975. Are there any other matters in connection with the prices of dress? We hadn't these particulars before, and have you any other matters that you would like to give the Committee?—No; I don't think so.

2976. Well, now will you please go on?—I have made out here a list of the cost that it would take to support a family of a father and mother and four children aged between three and ten years, and the particulars of what it would be necessary to give them for their meals.

2977. You may give them if you like, but we need not go into these minute details because there is such a difference of opinion as to what are absolute necessities, but you may go into it if you like?—I would prefer to go into the details of this particular case as the thing is arranged at the minimum in each case. Let me first take the expenses of the children per head per day for food alone. Assuming that they breakfast at 8 a.m., and breakfast will consist of the following, which is specially recommended as a cheap form of good suitable food for children by experienced economists—the articles will be porridge and milk. It is found that half a stone of flake meal, costing 1/2d., makes sufficient for 4 children for breakfast for one week; that is ¼d. per day for each child, add cost of half a pint of new milk at 1½d. a pint, which is ¾d., and that makes 1¼d. for the breakfast. Say luncheon is at 12 noon, and consists of beef-tea and a slice of bread. A pound of leg beef at 6d. will make sufficient for 4 children, and children fed upon a light soft breakfast such as above will require this luncheon at noon. That is 1¼d. for the luncheon, each.

2978. Are these children going to school?—Yes, and their ages are from three to ten. Now we come to dinner—potatoes and meat of some kind. ½ stone of potatoes at 8d. a stone is 2d., or ½d. each, and a ¼ lb. of meat at 10d. is 2½d. It is not assumed that meat daily is an absolute necessity for children of tender years, but when not used substitutes at no less cost must be provided, such as eggs or fish. That comes to 3d. for the dinner. For supper, bread and butter with ½ pint of milk. Milk as before, will cost ¾d., and bread and butter 1¼d. No allowance has been made for bread used earlier, but 1d. of bread per day is certainly a small allowance, and butter ¼d. That comes to 2d. for the supper, or a total per child per day of 7¾d. Compare this modest estimate with that allowed by Regulation made by the Secretary of State

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Head Constable ANTHONY DALY examined.

[Continued.]

or Chief Secretary under the provisions of Sec. 110 of the Children Act, 1908, for the maintenance of young criminals in places of detention. An allowance of 9d. per head per day is made, as we know from our daily experience of such matters. Surely the child of a servant of the State ought to be entitled to more consideration, to put it mildly. It is submitted that the above allowance is less than the average cost per head per day of pauper children in our workhouses. A simple calculation gives us the cost of maintenance of the four children per week as 18'1d.

2979. Mr. HEADLAM.—Are you referring to the Children's Act?—Yes; Section 110 of the Children Act, 1908. Under that the cost of each child is 9d.

2980. Mr. STARKIE.—The Home Secretary in England framed the scale.

Witness.—It is to be noted that these children in my list are very young, and the cost increases as years go on. We now come to the cost of maintenance of husband and wife, and I take them separately. First, the father—bread, 1 loaf per day, at 3d.; tea calculated at $\frac{3}{4}$ of lb. at 1'8d., for a month is 1'3d., or $\frac{1}{4}$ d. a day; sugar, 1 lb. of sugar at 2d. lasts 8 days, or $\frac{1}{8}$ d. a day; butter, $1\frac{1}{2}$ lbs. of butter per week at 1'3d. comes to 1'6 $\frac{3}{4}$ d., or 2 $\frac{3}{4}$ d. a day; eggs, 2 at 1'6d. a dozen, is 3d. These are for breakfast, and not as an unvariable rule, but any substitute—rashers, etc.—will cost approximately the same; milk, $\frac{1}{2}$ pint a day makes 1 $\frac{1}{2}$ d.; meat, $\frac{3}{4}$ lb. at 10d. comes to 7 $\frac{1}{2}$ d.; potatoes, $\frac{1}{8}$ of a stone, at 8d., comes to 1d.; and vegetables at $\frac{1}{2}$ d., making at total cost of 1'8d.

2981. Mr. HEADLAM.—Are eggs always at 1'3d. a dozen?—No, not always, but they were at the time that this estimate was arranged. The reason for the advance in eggs recently is that up till recently the Germans ate no eggs, but they have begun to do so, and the great Russian supplies that used to come to the English markets are now sent to Germany, and that deprives the London market of them. That, in its turn has caused a great demand for Irish eggs. Now, we come to the wife. We allow her for bread 2d.; tea, $\frac{1}{4}$ d.; sugar, $\frac{1}{4}$ d.; butter, 2 $\frac{3}{4}$ d.; eggs, 1 $\frac{1}{2}$ d.; milk, $1\frac{1}{2}$.; meat, $\frac{1}{2}$ lb., 5d.; potatoes, $\frac{3}{4}$ d., and vegetables, $\frac{1}{2}$ d., making a total cost for her meals per day of 1'2 $\frac{3}{4}$ d. Therefore the total cost per week of husband and wife is £1 0s. 3 $\frac{1}{2}$ d., and the total cost of husband and wife and four children is £1 18 4 $\frac{1}{2}$ d., which is slightly less than the minimum weekly pay of a Head Constable, which is £97 10s. a year, or 39'2d. a week, approximately, and if we subtract £1 18s. 4 $\frac{1}{2}$ d. from £1 19s. 2d. we get how the Head Constable is situated. He purchases no clothes or boots, or anything else. It is impossible for him to do it unless he has other means outside the salary received from the Constabulary. It is impossible for him; no matter how the supply is curtailed, he cannot manage to support them for less than that. The fact that a man can do it means that he can scarcely get tobacco to smoke. Now, I leave statistics at that. The Head Constables of Leinster are under the impression that the rank generally has not been as well treated as other ranks in the service by past legislation, and when we compare the salaries since 1836 of Head Constables with the salaries of other ranks there seems to be some neglect of the rank of Head Constable, and for what particular reason it is hard to say. In 1836 the pay of Head Constables was £60. District Inspectors, £150, Sergeants, £82 7s., and Constables, £27 14s. At the present time the pay of the 1st class District Inspector stands at £300—100 per cent. of a rise since 1836; the Head Constable at £104—73 per cent. of an increase; the Sergeant at £83 4s.—156 per cent. rise; and the Constable's pay now stands at £72 16s.—162 per cent. rise. We don't make this comparison for any other object than to point out the logical deduction that will occur to the mind, because every rank in the police has suffered from the excess cost of living in recent years, and in every rank the pay is not sufficient to supply the wants of that particular individual, because the price of each article has risen so much. The point is, had the original position of the Head Constables been maintained by the same ratio of increase as District Inspectors, or Sergeants

and Constables, the pay of the rank would now be either £120, £153 or £157 per annum. The first would be the same as junior Inspectors of the D.M.P., and which would seem to be the intention of the Cabinet which organized the Force in 1836. Under these circumstances the Head Constables of Leinster are under the impression that they have been unsympathetically dealt with in previous legislation. There are other things in connection with the rank of Head Constable that I have been directed to bring under your notice with a view to having them remedied in some way. The rank of Head Constable as it now stands must as a matter of course be considered the summit of ambition of any man joining the force. In former years the recruits that joined the police used to possess sufficient qualifications to enable them to reach the rank of Head Constable. The fact of the upper ranks being thrown open to Head Constables, and that members of the Constabulary must pass through the rank of Head Constable is no inducement to men who have joined the police considering the paltry pay in the rank of Head Constable, and the fact that he will be unable to save any money, or be able to put himself on the sound financial basis necessary before passing into the higher rank. If he is a single man he may have some money that will buy him an outfit, but if he is a married man he will be in debt perhaps, and he will start in his new sphere of life almost penniless. Therefore on that ground it is not an inducement to a man because when he considers his position he finds that he is not going to improve it by advancing into the higher rank. But as the rank of Head Constable seems to be the limit of ambition of the majority the rank should be made more attractive in pay, allowances, pensions and privileges.

2982. Mr. HEADLAM.—Some witnesses said that they thought that all the posts of District Inspectors might be thrown open to the Force, and some of them think that none of them should?—My opinion is that the position next to the rank of District Inspector should be made such that a man on advancing into the District Inspectorship would be on a sound financial basis, and that the pay of a Head Constable should be so sufficiently increased that after the time he would be in the rank he would be able to pass into the higher rank on an independent and sound financial basis instead of as at the present time when he would be almost in debt. At the present time it takes 22 years to reach the rank of Head Constable, and in some cases 30 years, and a few lucky cases are permitted at 14. We consider that the privileges of Head Constables at the present time are not worthy of the rank. In the diaries at the stations a recruit just from the Depot can enter remarks regarding his Head Constable such as he left the station, and so on. That is not seemly, to say the least. The District Inspector has often to go away, and all the time he is absent the Head Constable is in charge of that barrack, and is in a position of responsibility.

2983. The CHAIRMAN.—Is there anything else except the entry in the diary?—I think the Head Constable in any station should be a free lance as assistant to the District Inspector, and that his movements should be made known alone to the District Inspector, and that he should not be under the thumb of everyone that it is his duty to check.

2984. Would you not make him keep a diary himself?—Yes; he has one according to the regulations of the service, and in it he enters every turn of his duty. His particular business is supervision and seeing that everything is done correctly. He keeps his own diary, and yet the youngest recruit is in a position to record that "the Head Constable left at such and such a time; he was regular, and so on." We have one other point that seems very strange. A Head Constable may go out with ten or twenty men and his duty may extend over twelve hours—

2985. Mr. HEADLAM.—Does that occur often?—Well, in disturbed counties it would. For twelve hours' absence and nine miles marched the Head Constable receives sixpence more than the recruit.

2986. What is the money given for?—Out-of-pocket expenses.

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Head Constable ANTHONY DALY examined.

[Continued.]

2987. And the Head Constable has to provide better accommodation for himself than the recruit?—Well, he is supposed to, but the allowance that he gets won't let him.

2988. And he is not supposed to be with the men?—No, and although he travels with the men he is not supposed to be with them.

2989. And he is with them in the train but not when lodging?—No; and there is another point that the Head Constables wish me to bring under your notice, and that is that it is rather an anomaly in the rank that a man when after promotion he is supposed to have advanced more or less declines so far as finance is concerned. Latterly all the men in the rank of sergeants have been promoted to Inspectorships of Weights and Measures. In my own case I had three Petty Sessions Districts, that is £12; as Sergeant £83 4s. and £3 for fuel allowance, making £98, and I could take advantage of the fuel allowance at the station, and the Head Constable stationed with me on the £97 rate had nothing beyond that except the charge rate of £5 4s., but he had no right to use the fuel allowance.

2990. The CHAIRMAN.—I don't understand. What is that?—It is only the Sergeant that can take advantage of the fuel allowance.

2991. Do you mean the 10s. a month in winter?—No, the ordinary fuel allowance in the station. For instance, the Sergeant in the country station gets an allowance for fuel and the Head Constable does not.

2992. Do you mean that the Head Constable that is living in a barrack cannot cook in the kitchen?—No; but the Sergeant can. I want to point out that I was financially better off than the Head Constable.

2993. Was that because you had the Weights and Measures?—Yes.

2994. And I suppose that cost you something?—No, because I was allowed out-of-pocket expenses as well.

2995. Mr. HEADLAM.—And you were excused the ordinary police duties?—Yes, during that day. Therefore, taking this we find that instead of improving ourselves we are deteriorating for the first five years after being promoted, and I would suggest that the period of the second rank of Head Constable should be reduced from 5 to 3 years. Another thing that the Head Constables wish to allude to is the question of retirement. The rank of Head Constable is one that has always been regarded as most respectable, and the men who are selected for the rank are men whose characters are beyond reproach, and they must have a thorough knowledge of everything connected with the police—otherwise they would not be selected. The District Inspectors are much more particular in recommending a man for the position of Head Constable than they are in recommending a man for the position of Sergeant and Acting Sergeant. They require more qualifications, and it is necessary that they should be somewhat superior men in a way, and still the advantages that have accrued from all these facts are not sufficient to make that rank what it should be. The Head Constable's family should derive some benefit as the natural conclusion from his promotion. They are entitled to derive some advantage, or something more than if he were a Sergeant or Constable, and if he is not going to derive some advantage, or his family, it would be just as well that he remained a Sergeant. The shield of difference that now lies between them is not sufficient to make any difference between the families of the Head Constable and the Sergeant, because he loses on promotion the Weights and Measures and—

2996. The CHAIRMAN.—Has every sergeant in the Force the Weights and Measures allowance?—Well, all the men that have been promoted latterly to the rank of Head Constable had.

2997. And has every Sergeant promoted to the rank of Head Constable been in receipt of the Weights and Measures allowance?—Well, the great majority of them have.

2998. Mr. HEADLAM.—Would you like to see the rank of Head Constable abolished, and that promotion should be from Sergeant to District Inspector direct?—No; that would not be an equitable or satisfactory arrangement. That is from my own experience.

2999. Mr. STARKIE.—Were you in charge of a station when you were Inspector of Weights and Measures?—I was at one portion of the time, and then I was transferred in the time of the De Freyne and Murphy estate troubles.

3000. And you lost the £12 a year, but you got £5 4s.?—Yes, and I lost the £3 that I had for light and office and fuel allowance at the station.

3001. Mr. HEADLAM.—Is the Weights and Measures Sergeant allowed to take charge?—If a man is working at Weights and Measures in his own district he applies off duty in the morning and the Act of Parliament allows him to arrange for the hour when the Measures will be examined and stamped, and before going out he attends to his duties, and he files his correspondence, and he will be free to leave the station about eleven or twelve o'clock.

3002. And you have told us that he gets subsistence allowance, and yet he draws charge pay?—Well, he is consulted about things.

3003. But he cannot be consulted if he is a night out?—Oh, no; he won't get charge pay if he is a night out.

3004. Mr. STARKIE.—If he was away for a night another Sergeant would not be sent?—No, not for one night, but if he was something more he would report to the District Inspector that he intended to do Weights and Measures, and he would be transferred temporarily for that time, and if there was anything likely to arise in his absence the District Inspector would send another Sergeant to take charge in his absence. That scarcely ever occurs. Now, I have been asked to suggest to you that the allowances that were drawn by the police at the time of their retirement should be made pensionable.

3005. Mr. HEADLAM.—Just say what allowances?—I mean an estimate of the allowances, as the allowances are not common to all the ranks—an equitable allowance should be made to all the ranks. For instance, a clothing allowance, and lodging allowance, and charge allowance. These are about the allowances that could be made, and if a proportion of them could be made pensionable, that is if there was a tot. For instance, when there is a grant of money paid by a man for barrack accommodation, allow for lodging and the contract price of clothing, and so on, and taking all together make an average of the whole.

3006. Mr. HEADLAM.—Does this include boots, arms and straw?—Yes, and lodging allowance and reduction of barrack accommodation. If all these were taken together an average could be struck from them that would be applicable to all ranks irrespective of whether they were drawing charge allowance or not; otherwise difficulties would arise.

3007. Mr. STARKIE.—Is that for married men and single men?—Yes. I now come to one rank that seems to have been wholly and entirely neglected by the legislation, and that is the Head Constable Major at the "Depot." He being one of the Head Constables of the Province of Leinster it falls upon me to show where the rank has not been thought of in recent legislation. The first Head Constable Major was appointed in 1848, at a salary of £70 per annum. At that time the first class Head Constable had £60 a year, and the second class had £50. In 1860 also we find that the Head Constable Major had £70 a year, the first class Head Constable £60, and the second class Head Constable £50. In 1866 the Head Constable Major was increased to £80 4s., the first class Head Constable to £70 4s., and the second class Head Constable to £61 2s. In 1870 the Head Constable Major's salary was fixed at £90, the first class Head Constable at £76 14s., and the second class Head Constable at £65. In 1872 the Head Constable Major was advanced to £104, the first class Head Constable to £91, and the second class Head Constable to £83. In 1883 the Head Constable Major remained at £104, while the first class Head Constable advanced to £104, and the second class Constable to £97 10s. In 1908 we find them at the same rate of pay, so that since 1872, or 42 years ago, there has been no change whatever by rise or by pay in the rank of the Head Constable Major of the Depot.

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Head Constable ANTHONY DALY examined.

[Continued.]

All the other ranks of Head Constables have got increases all along the line. In the year 1883 the Head Constable Major was exempted from paying barrack accommodation, otherwise his pay would have been reduced that year as the deduction did not exist previous to that. His work is of a most responsible nature. He has supervision over all duties at the Depot; he is first assistant to the Adjutant in running the Depot—in fact he is responsible for almost every department under the eye of his Adjutant. He has responsibility for seeing how the gymnasium is kept, and the drill and training of recruits, and the general efficiency and tone of the Drill Staff, and all matters relating to discipline and the general efficiency of the establishment. As I said before there are none of the ranks sufficiently paid, but when comparing the position of Head Constable Major with the position of Head Constable in charge of stores, or the Head Constable in charge of musketry, or the Head Constable in charge of schools, we find that they get extra allowances while he gets none except the charge allowance of £5 4s., the same as any Sergeant in the country, and that in face of Code 356, which states that "The Head Constable Major takes rank before all other Head Constables." Surely he ought also rank financially a little amount above them also.

3008. The CHAIRMAN.—Another Head Constable has called our attention to that matter. Will you go on please?—Another matter that I want to call your attention to is the position of the Clerk in the Commandant's Office. He has no allowance directly or indirectly except the bare pay of the Head Constable of his rank.

3009. Mr. HEADLAM.—What are his duties?—The duties of the Clerk in the Commandant's Office are so varied that I am not able to give them. I know that the man is there from morning till night, and that he is always employed and never at the end of his work, and that latterly his work has been increased. Some years ago all clothing was inspected by the Military Authorities, but lately there is a machine at the Depot and all the clothes are inspected there and that has thrown additional work on him.

3010. Mr. HEADLAM.—Why should not the work be done by a proper clerk and not by a policeman? Is it a clerk's work or policeman's?—It is clerical work.

3011. But he is a policeman?—He is a Head Constable in the Commandant's Office.

3012. And why are there no clerks?—It is a subject that I don't like going into. There are reasons, perhaps.

3013. The CHAIRMAN.—Well, don't do it. Will you continue please?—There is one other point that is rather a serious grievance amongst the police, but it doesn't often happen, but it is a grievance, and it wrecks anything like home comforts, and it is where girls of sixteen years of age are sent out of barracks. When one takes into consideration that the Head Constable is responsible for the moral character of the men, and the regulations lay down very clearly how he is to act, is it not strange that he will not be allowed to be responsible for the moral conduct of his own family? At ten o'clock at night a girl of 16—at the most critical period of her life—is sent out of barracks to go into lodgings.

3014. Mr. HEADLAM.—Are they able to earn their living at 16?—No, except a girl is fortunate enough to enter into the Civil Service.

3015. The CHAIRMAN.—In certain circumstances the period may be extended to 18?—Yes.

3016. Mr. STARKIE.—And that refers only to the night?—Yes, but unfortunately that is the worst part. If they were allowed in at night and not by day it would not be so bad. We ask that in the event of a child of a Head Constable or Sergeant having to leave the barracks and take lodgings outside he should be made a lodging allowance so that the remainder of his family may all go out and live there and let the Head Constable or Sergeant remain in barracks and preserve the family by leaving them all go out in lodgings and living together.

3017. Mr. HEADLAM.—Would you say that the average child of 16 or 17 has no business or occupation?—No, so far as policemen's children are concerned. If

the father happens to be stationed in Cork City or Belfast he has a chance, but when he is in a rural district there is no trade or business that he can put them to. There may be a school that he can send them to, and maybe they might get a boy clerkship, and when they get a boy clerkship they may go to Dublin, and he has to help them on.

3018. Up to what age do you think the State should provide for a Head Constable's children?—Up to eighteen; supposing a man gets married after ten or twelve years' service the members of his family may be eighteen before his time is up.

3019. The CHAIRMAN.—If the eldest be a boy he can stay on until he is 18?—Yes. My argument does not apply so much to boys; they can take their chances, but it is another case with girls.

3020. Mr. HEADLAM.—You think they should be kept until eighteen?—Yes, eighteen is quite long enough. If they have to go out it is suggested that £16 should be allowed for lodging for the whole family.

3021. Mr. STARKIE.—In the case of a widow would you approve of his daughter living in the barracks?—No, not under any circumstances.

3022. And only when the mother was alive and present?—Yes. In such a case he should be transferred to a headquarters station where there would always be somebody in charge. In the case of a married woman she will always be there, and the father can't always be there. There is one other point as regards pension. A pension is granted to the widow and orphans of a policeman when he dies in the service. Well, possibly that fact has been an inducement to the girl who throws in her lot with a policeman. It is one of the inducements possibly that if anything occurs to her husband she will get a pension during the remainder of her life, but that appears rather strange when you come to leave him out on pension. For instance, he does 30 years and retires on pension. Tomorrow he dies and she gets nothing.

3023. Mr. HEADLAM.—Would you like a smaller pension and a lump sum as in the Civil Service?—It would all depend upon what the lump sum would be, because I think the lump sum would be practically useless to the woman because she could not do anything on it. It would take a pretty large sum to cover an annuity.

3024. What about reducing the pension and giving a lump sum as well—that is to say the lump sum would be paid whether the man be alive or not?—Yes; do you mean that the pensioner dies—

3025. At present the pensioner dies and the pension stops, and there is no other money given?—Yes.

3026. But under the present Civil Service system, it is true that the pension ceases as before but there is given a lump sum to the widow—I cannot remember the exact terms—but I think it is a year's salary of the deceased?—I cannot gauge its direction properly, and any answer I would give would not be a definite one.

3027. Mr. HEADLAM.—Very well, don't answer now.

Witness.—We ask you on that ground to increase the pension to £20, and to allow in the case of the wife of a pensioner who dies £10 a year to his widow, and that his children get the usual allowance of £2 10s. until they are sixteen years old.

3028. Mr. HEADLAM.—And I suppose she would lose it if she married again?—Give her no mercy at all if she marries a second time. Let her depend upon her marriage. I think I have exhausted everything now, I can't think of anything else.

The CHAIRMAN.—You have done very well.

3029. Mr. HEADLAM.—You don't want to say anything about promotion?—There are some peculiarities about promotion and I would like to say something on the question. The younger fry are the men that should be encouraged to stay with us. There is one point that seems to affect a great many young men and that is that they are only allowed up twice.

3030. The CHAIRMAN.—But are they not allowed up twice?—Yes, but we contend that there should be no limit to the number of times. In the Civil Service a man can go up as often as he chooses.

3031. Yes, with certain limitations of age?—Yes. There are certain conditions laid down in the "P" competition.

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Head Constable ANTHONY DALY examined.

[Continued.]

3032. Do you know if you extended it very far the man would arrive at an age when he would have no chance of attaining one of the superior ranks?—That is a subsequent point to my argument. If, as I said before—

3033. What would you raise it to?—To seven.

3034. And let him compete as often as he pleases?—Yes, providing that he pays his expenses to Dublin and the public suffer no loss, and his character is such that the County or District Inspector can recommend him. Supposing he is in a cattle ranching district, he is out night and day, and if he is in Belfast he can, like Alfred the Great, arrange his day. That is not the case with the man on the ranch, as regards opportunities for studying. The man from the country may come up and he is under the impression that his literary qualifications are sufficient, and he may succeed with his literary qualifications. But his professional qualifications are not sufficient because he has no time nor the opportunity of reading, that is necessary for the examination that is set by the experts that are examining him.

3035. The CHAIRMAN.—At present it is between 5 and 7?—Yes, he gets two years up. We find that he happens to come across in the first examination a class of candidates that are too good for him, and in the second examination he finds persons that are a little shade above him. Still all his chances are gone, except he may be lucky enough to get a County Inspector's Clerkship if he is under 28.

3036. Mr. STARKIE.—If they had unlimited chances would not that exclude other men that would be desirous of coming up?—There might be an arrangement.

3037. Because at present the number is limited to one in forty in each county?—I can understand that. For instance, if one man has got his two trials and there are other men that want to go up the men that have

never been up before might get the preference. There are not so many people going up at present, except from Belfast. Almost all counties send up three or four. If you look at the number of candidates that have gone up, and leave Belfast out of it, you will find that the average is one to a county.

3038. The CHAIRMAN.—And your idea would be qualified by giving the new man that hadn't gone up before the preference and precedence?—Certainly, but I would not debar for ever the man that had failed twice. In the Open Civil Service candidates can go up as often as they choose.

3039. Mr. HEADLAM.—But they don't have unlimited trials?—No; there is an age limit.

3040. Do you think an age limit would do?—No, I don't believe an age limit would be satisfactory.

3041. Yet you compare it to the Civil Service, where the examinations are restricted by age?—I would not debar a man that had failed twice, because circumstances may have been the cause of his double failure.

3042. The CHAIRMAN.—Such as meeting better men?—Yes, or men who had better opportunities.

3043. What about the country as a whole and promotion?—It would appear reasonable that there should be a general list from headquarters of promotion all over Ireland, and also that the age limit for Head Constables to be District Inspectors should be abolished.

3044. At what age is the limit?—The limit for seniority men is 48. If it was allowed up to 50 it would be a reasonable limit for all needs.

3045. For District Inspectors?—Yes. The Commissioner of Belfast yesterday gave instances of where the present rules debarred a most excellent Head Constable in his city.

3046. Mr. HEADLAM.—Have you got any other views to put forward?—No, sir.

3047. The CHAIRMAN.—Thank you very much, Head Constable.

Sergeant RICHARD BENNETT examined.

3048. The CHAIRMAN.—Your Christian name, Sergeant?—Richard.

3049. Are you Sergeant in charge?—Yes, at Castleblakeney.

3050. How long are you there?—One year and five months.

3051. Have you a family?—Yes, a wife and four children.

3052. How long have you been a Sergeant?—For four years. I will be four years next July.

3053. What is your total service?—26 years and 4 months.

3054. So you were a little over 22 years in the Force before you got your stripes for Sergeant?—Yes, sir. I was two years an Acting-Sergeant.

3055. And you became an Acting Sergeant after about 20 years' service?—Yes.

3056. What is your native place?—The town of Wexford.

3057. What particular section of the men do you represent here?—I have been sent here by the Sergeants of the Province of Connaught, together with another Sergeant, Sergeant Reilly, and they sent me here to demand an increase of pay of 25 per cent. That claim is based upon the increased price of commodities and the increased standard of living. Sergeant Reilly has given you the statistics as regards these, and the figures I have here are somewhat similar.

3058. The CHAIRMAN.—Yes. He was from Salthill?—Yes. He was here yesterday. I will give particulars of each article.

3059. Mr. HEADLAM.—Is that an average price?—Yes, the particulars and price of each article and the prices between 1901 and 1914.

3060. The CHAIRMAN.—Do you wish to give us anything particular with regard to Castleblakeney?—Sergeant Reilly has already given us Salthill and the average for his county?—There is not a bit of difference except a small fraction in some commodities, but

taking the general average they will come to something like 25 per cent. increase between the years 1901 and 1914.

3061. Very well, will you go on in your own way?—I will, with your permission, omit that part of my evidence, but I can furnish you with something regarding the way that a Sergeant has to economise. I can give you some figures in that direction. Of course we only request a living wage. When a Sergeant having only £78 a year, as I have at present, asks for an increase of 25 per cent, he is only asking for a living wage that would be in proportion to the purchasing power of £78 in 1901. Now the means to be adopted, and by which a Sergeant endeavours to live within his income, are these— for instance, a Sergeant with four children, for breakfast purchases $\frac{1}{4}$ d. worth of oatmeal and $\frac{1}{4}$ d. of milk for each child, that makes $1\frac{1}{4}$ d. for each child's breakfast. For himself and his wife they each get $\frac{1}{4}$ d. worth of butter, $\frac{1}{4}$ d. worth of tea, $\frac{1}{4}$ d. worth of sugar, $\frac{1}{4}$ d. worth of milk, and 1d. worth of bread, making $2\frac{1}{4}$ d. That makes the total cost of breakfast for the whole family at $3\frac{1}{4}$ d. Their dinner is chiefly composed of bacon, cabbage, and potatoes, and I have made it one for the whole six of them. The children will take the same as the husband and wife and it comes to—bacon 1d. each; cabbage $\frac{1}{4}$ d. each; and potatoes 1d. each. That means $2\frac{1}{4}$ d. each for dinner. For tea there is 1d. worth of bread; $\frac{1}{4}$ d. worth of tea; $\frac{1}{4}$ d. worth of milk; $\frac{1}{4}$ d. worth of sugar; which comes to 2d. each for tea. The total of the daily expense, namely for breakfast, dinner, and tea amounts to 8d. each for the support of a family of six. Now, the sergeant's annual pay under four years is £78, and he gets charge allowance of £5 4s., and office fire allowance of £3, making a total of £86 4s. As I am on the allowance for fire, I must say a few words to the effect that I have never seen a sergeant in charge getting his cooking done at the kitchen fire, and I have been in several stations in the County Galway. As I have said, the sergeant's annual pay plus allowances is £86 4s.

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Sergeant RICHARD BENNETT examined.

[Continued.]

From this there are actual deductions, for instance, there is a deduction for barrack accommodation, £2 12s; the actual deduction for fuel which he expends, namely three loads of turf at 5/-, equal to 15/-, and 15/- a month comes to £9 a year; four gallons of oil at 9d. comes to 3/- a month, or £1 16s. a year for light. Then the clergy have to be supported, and that is £1 a year given away out of the sergeant's salary towards the support of the clergy in Christmas and Easter dues. Then the Queen's Jubilee Fund comes to 3/3. That has to be deducted, and the cleaning of the barracks amounts to £1 4s. in the year.

3062. The CHAIRMAN.—It varies in different stations?—Yes.

3063. And that is the amount in your station?—Yes. The sum total of all these deductions comes to £15 15s. 3d., and subtracting that from the amount of his pay and allowances we find a balance of £70 8s. 9d., and by dividing the balance by the number of days, 365, and the number of the family, which is six, we find that the amount which can be expended daily on each of the family of six amounts to about 7½d. per head per day, or ¼d. less than the amount I have given as being spent on breakfast and dinner and tea, and which I don't believe would be in any way too much. The sergeants have also asked me to request that the pension be calculated on the pay and allowances drawn by a sergeant at the time of his retirement and that he reach his maximum pay after two years in the rank, instead of four, as at present.

3064. Mr. HEADLAM.—Why should that be?—We consider that it is too long to wait for four years for the increase of 8/8, considering that it is the final amount we can, under existing circumstances, receive, and this brings me to another point which is considered very important, namely that a sergeant should be entitled to an increase in his salary of one-fiftieth for each year that he serves after he is entitled to his maximum pension. This would be an inducement to him to serve on after the 30 years, and would make a saving to the Government of a sum of £55 9s. 4d. that would be paid to him on his going out on pension, because the vacancy that would necessarily exist would have to be filled up by another man and the Government would be paying him a sum of £55 9s. 4d. in pension. By serving on after 30 years they are giving their services away for one-third of their salary, or ten shillings a week. They get two-thirds of their pay for pension, and for the other third they are serving on, and if they have the disadvantage of living in a country place and their families have grown up it would be a great advantage for them in a way to get away on pension into the towns where there would be schools for their children, and opportunities of getting better positions for their children.

3065. The CHAIRMAN.—And you think that one-fiftieth would be an inducement for them to remain?—Yes, and all the sergeants in the Province think so too. As regards lodging allowance they have asked me to submit that the lodging allowance be increased by at least £12 a year, and that barrack deduction be discontinued. Head Constable Daly has gone into the question of the children going out of barracks, and I think it hard. But there is no use in repeating what he said.

The CHAIRMAN.—Yes, and we can agree with you in that.

3066. Mr. STARKIE.—Up to what age would you think they should be left in barracks?—I think girls, at any

rate, should be left until they are able to protect themselves.

3067. Mr. STARKIE.—What age would that be?

The CHAIRMAN.—The head constable said 18.

3068. Mr. HEADLAM.—There must be some limit?—Except in the case of a married family in an outside district—

3069. You would say 18 is a suitable age?—Yes. Then there is the lodging allowance, which has also been touched upon already. As regards the subsistence allowance, the sergeants have asked that the allowance should be increased from 1/- to 1/6 for eight hours, and from 2/- to 3/6 for twelve hours.

3070. And for a night's absence allowance?—From 3/6 to 5/- for a night's absence.

3071. Is subsistence more expensive now in the country than it was?—Yes, it is just the same very nearly all over Ireland. In fact, subsistence in the country is dearer than in the cities, and this is owing to the cost of transit.

3072. Have you got actual prices from a shop in Mountbellew?—No, sir; but I have got the average prices for the county. I didn't think the other would be required.

3073. Have you got a creamery at Mountbellew?—No, sir. The butter that we get comes from Cork and some Northern town—I think it is Longford. We ask that the pension allowed to a widow whose husband dies while serving be increased to £20, and that the pension be paid to the widow and the family until the family attain the age of sixteen years. Gentlemen, I wish specially to bring under your notice, with your permission, the onerous duties that devolve upon a sergeant in charge in a station. He must be a man of sound tact and discretion primarily; it lies upon him to preserve the peace of the sub-district he is in charge of. His duties in the Province of Connaught are both varied and irksome.

3074. Mr. HEADLAM.—How big is your station?—It is about eight miles in length by five in breadth. And from time to time he is called upon to unravel cases of great importance in which ability and tact and discretion are necessary. I am speaking of cases like shooting into houses, which are very prevalent of late years in Connaught. Together with his duties, which are varied, he must keep the books at the station properly filled and right for the periodical inspections of his superior officers. His private duties alone keep him about three hours a day, and his other duties seven hours, that makes ten hours a day.

3075. Mr. HEADLAM.—And does he do night duty sometimes?—Yes, every night, the same as the constables. He goes out to a grass farm and remains there all night watching the stock of some grazier, and in the morning sometimes, especially in winter, I have pulled off icicles from my moustache.

3076. The CHAIRMAN.—Are you watching cattle there now?—Yes, we are protecting one man because he got a couple of hundred acres from Lord Ashtown, and the fact of doing that makes a man that was popular in the locality most unpopular, and the cattle have to be watched on account of that. In consequence of these considerations we hope that our cases will be taken into account and some additional consideration will be shown to our rank, and services to the State.

The CHAIRMAN.—Thank you, sergeant.

District Inspector C. A. WALSH examined.

3077. The CHAIRMAN.—Your Christian name?—Charles Arthur.

3078. You are quartered in Cork a present?—I am.

3079. Is it only on temporary duty you are there?—No, I have not been there quite a year yet. I was in Macroom before that for three years, and in Armagh and Callan.

3080. What is your service?—Twenty-one-and-a-half years. With your permission, I would like to mark out my evidence.

3081. We would like you to exercise your discretion as to that. Now, please, would you go on?—The first thing I would like to go into is the prices in different places in Cork in 1901 and 1914, and in several villages and places in Ireland. I have collected most of this

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District Inspector C. A. WALSH examined.

[Continued.]

information myself in Cork from different traders, whose names I can give you, and in other places I have collected it from friends, married people living there, and in that way I think they are fairly correct.

3082. Well, now, give us these prices?—Yes The prices in Cork in 1901 and 1914 were :—Coal, per ton, 23/- and 28/-; Oil, per gallon, 8d. and 10d.; oatmeal, per stone, 1/10 and 2/4; bacon, per lb., 11d. and 1/4; pork, per lb., 9d. and 1/-; Butter, per lb., 1/1 and 1/4. Of course, butter would be somewhat cheaper in summer. Beef, per lb., 8d. and 9d.; mutton, per lb., 8d. and 9d.; cheese, per lb., 10d. and 1/-; sugar 1½d. and 2d. This article varies a good deal and has been up to 2½d. a year ago, but the price when I got it was 2d. Fish, hake, 3d. per lb. and 5d.; of course, that is for the whole fish. It would be 7d. or 8d. per lb. cut. Cod, 3d. per lb., 4d. per lb. Dried fish has gone up very considerably, in fact, more than the fresh fish. Flour, per stone, 1/8 and 2/- (we pay 2/6 per stone); bread, per 4lb., 6½d. and 7d.; eggs, per dozen, 1/6 to 1/8 and 2/- (the prices vary in proportion according to season); potatoes, per stone, 6d. and 10d.; leather, per sq. ft., box calf, 9d. and 1/4. There has been a tremendous rise in leather, it is very much greater than the actual rise in boots, because there has been some cheapening in the processes. Of course, it affects the price of repairs to boots, which are much more expensive now. Soap, per lb., 3d. and 3½d.; tinned meats, per lb., a rise of 2d. per lb.; milk, per quart, 2½d. and 3d.; Tobacco, per ounce, 3d. and 3½d. It was very hard to find out the prices of vegetables, but we pay the following prices :—Broccoli, per head, 3d. and 4d.; greens, per head 1d.; celery, per head, 4d. and 5d.; parsnips, per stone, 1/4; Spanish onions, per stone, 1/9 and 2/-; suet, 5d. and 6d. In wool there has been a rise of 25 per cent. I got that from Mr. O'Brien, of Douglas. In fact, all classes of soft goods have gone up, except silk, which doesn't affect our men much.

3083. Mr. HEADLAM.—How much does a man pay for a shirt?—For certain undervests and drawers (combinations) he would pay 16/6. He would have paid about 13/- some years ago.

3084. The CHAIRMAN.—You mean under-vests?—Yes, and drawers. There has been since 1901 a rise of 14 or 15 per cent. in artisans' rent. According to the Board of Trade returns it is stated that there was no rise between 1905 and 1912 in Cork, but this increase took place in 1903. I saw Mr. Beale, who has over 450 of these artisan's houses, in which the rent varies from 3/- up to 7/6, and he says that the rise is in consequence of the high rates, and, of course, all houses are going up in consequence of increased cost of materials and labour, and, of course, sanitary arrangements are more elaborate than before. I can now give you the prices in Clogheen, in the County of Tipperary, where I come from, about nine miles from the railway station.

3085. The CHAIRMAN.—Yes, will you give them, please?—The prices in Clogheen in 1901 and 1914 were :—Coal, per ton, 29/- and 34/-; oil (petroleum), per gallon, 7d. and 9d.; bread, for 4lb. loaf, 5½d. and 6½d.; milk, per gallon, 8d. and 8d.; mutton, per lb., 7d. and 8d.; beef, per lb., 7d. and 8d.; oatmeal, per stone, 1/6 and 1/10; butter, per lb., 10d. 1/1 (summer prices; winter, 2d. to 5d. dearer); eggs, per dozen, 1/- and 1/4; poultry, 50 per cent. higher; bacon, per lb., 10d. and 1/2; flour, wholesale, for bag of 16 stone, 20/6 and 24/6. The gentleman I got this from is a gentleman with a large family. Woollen goods, 20 to 25 per cent. higher; and potatoes, 3d. and 5½d.

3086. The CHAIRMAN.—Well, coal in a place like Clogheen would be expensive owing to the carriage and other things would be a little cheaper?—Yes. I have the prices also for Newtownhamilton. These prices I got from people living there. Newtownhamilton is nine or ten miles from the railway station. The prices in 1901 and 1914 are as follows :—Oatmeal, per stone, 1/8 and 1/10; Indian meal, per stone, 9½d. and 10½d.; bread, per 4lb., 5d. and 6d.; mutton, per lb., 6d. and 7d.; beef, per lb., 5d. and 7d. (inferior quality); pork, per lb., 6d. and 8d.; American bacon,

per lb., 4½d. and 9d.; butter, per lb., 9d. and 1/-; cheese, per lb., 8d. and 10d.; eggs, per dozen, 10d. and 1/2; milk, per quart, 2d. and 2½d.; coal, per ton, 21/- and 24/6; oil (I haven't got). And then I have got the prices in Macroom, Co. Cork. There is a railway station in Macroom, which is 25 miles from Cork City. The prices in 1901 and 1914 were as follows :—Coal, per ton £1 7s. 6d. and £1 11s.; bread, per 4lb., 5d. and 6d.; bacon, per lb., 9d. and 1/1; oatmeal, per stone, 1/8 and 2/-; potatoes, per wt., 7d. and 9d. (a weight means a stone-and-a-half).

3087. Mr. HEADLAM.—A stone-and-a-half?—Yes; it is a curious way of selling potatoes, by the stone-and-a-half.

3088. And what are the prices?—7d. in 1901 and 9d. in 1914.

3089. Mr. HEADLAM.—It was 10d. in 1883 for one stone.

Witness.—Where?

3090. Mr. HEADLAM.—In Cork?—Yes, but this is a village twenty-five miles away from Cork. Milk, per quart, 8d. and 8d.; meat (beef and mutton), per lb., 8d. and 8d.; pork, per lb., 9d. and 1/3; butter (creamery), 1/- and 1/4½; oil, per gallon, 8d. and 10d.; cheese, per lb., 10d. and 1/-; eggs, per dozen, 10d. and 1/2; tobacco, per oz., 3d. and 3½d.; Spanish onions, per stone, 1/9 and 2/-; soap, per stone, 3/1 and 3/6. Well, then there is Newmarket, Co. Cork, where the prices were collected for 1894 and 1914, but I don't know anything of these myself.

The CHAIRMAN.—Well, perhaps you need not go into them.

3091. Mr. HEADLAM.—What place is that?—Newmarket. It is a village with a railway station in the East Riding of Cork.

3092. If you have any figures you might give them?—Well the prices in 1894 and 1914 were :—Bread, per 2lb loaf, 3d. 3½d.; flour, per stone, 1/2, 1/8; butter, per lb., 9d., 1/3; bacon, per lb., 7d., 1/3; eggs, per dozen, 8d., 1/3; fowl, each, 1/4, 2/8; beef, per lb., 6d., 9d.; mutton, per lb., 7d., 10d.; milk, per pint, 1d. (I can give the other price); tea, per lb., 2/2, 2/4; sugar, per lb., 1½d., 2d.; jam, per lb., 5d., 6d.; potatoes, 3d., 7d.; vegetables, 1/-, 2/-; candles, 3½d., 3½d. June 1911 :—Petroleum, per gal. 8d., 9d.; coal, per ton, 18/-, 30/-; turf, 5/-, 7/-; firewood, 2/6, 4/-; suits (men's clothing), £2, £3, boots (men's), 10/6, 12/6; dress (women's clothing), £2, £3; boots (women's), 10/6 12/6; servants (domestic), £9, £15; rents have gone up £10 to £14; soap, 2½d., 3d.; worsted for knitting socks, etc., per lb., 2/-, 3/-. Woollen underclothing has advanced in price during these years by 30 per cent. Well I have also got the contract prices in the years 1901 and 1913 or 1914 in the case of the Asylum at Cork and the Unions at Rathdrum and Armagh, and I think these would be rather interesting.

3093. The CHAIRMAN.—Yes. Please give them to us?—Yes. These are the contract prices of food stuffs in the Union of Rathdrum. They were given to me for 1901, 1913, and 1914, and are as follow :—

	1901.	1913.	1914.
	£ s. d.	£ s. d.	£ s. d.
Bacon ...	0 0 7½	0 0 8½	0 0 9½ per lb.
Bread ...	0 0 4½	0 0 5½	0 0 5 per 4lbs.
Oatmeal ...	11 15 0	16 0 0	15 10 0 per ton
Indian Meal ...	0 0 10	0 0 11	0 1 0 per st.
Fresh Meat ...	0 0 5½	0 0 6	0 0 5½ per lb.
Butter ...	0 0 11½	0 1 1	0 1 2 per lb.
Eggs ...	0 0 8	0 1 2	0 1 2 per doz.
Tea ...	0 1 6	0 1 6	0 1 6 per lb.
Sugar ...	0 0 1½	0 0 1½	0 0 1½ per lb.
Potatoes ...	0 6 0	0 8 0	0 8 0 per barl. of 20 st.
Coal ...	1 1 10	1 0 6	1 3 6 per ton
Milk ...	0 0 6	0 0 7½	0 0 8½ per gal.

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District Inspector C. A. WALSH examined.

[Continued.]

Then in the case of the Cork Lunatic Asylum, the following are the prices for the years 1901 and 1914 :—

	1901.	1914.
Bread ...	4½d. per 4-lb. loaf	5d. per 4-lb. loaf.
Butter ...	11d. per lb.	1s. 1d. per lb.
Beef ...	51s. 4d. per cwt.	55s. 6d. per cwt.
Mutton ...	60s. per cwt.	63s. per cwt.
Flour ...	10s. per cwt.	12s. 10d. per cwt.
Oatmeal ...	11s. 4d. per cwt.	13s. 4d. per cwt.
Pig's Heads ...	27s. per cwt.	28s. 8d. per cwt.
Bacon ...	8d. per lb.	10½d. per lb.
Eggs ...	10d. per doz.	1s. 1d. per doz.
Fish ...	2½d. per lb.	2d. per lb.
Sugar ...	15s. and 18s. 6d. per cwt.	18s. 3d. per cwt.
Rice ...	9s. 9d. per cwt.	11s. 9d. per cwt.
Coffee ...	9d. per lb.	11½d. per lb.
Tea ...	No change.	
Potatoes ...	2s. 8d. per cwt.	3s. 8d. per cwt.
Soap ...	13s. 3d. per cwt.	24s. per cwt.

3094. The CHAIRMAN.—That is the Asylum—have you got the prices from the Union?—No, I have not the Union in Cork, but I have the Union of Armagh.

3095. Will you give them to us from the Armagh Union?—Yes, the contract prices in Armagh Union for the years 1901 and 1914 are :—

	1901.	1914.
	£ s. d.	£ s. d.
Bacon, per lb. (best Irish), ...	0 0 7	0 0 9
Mutton, per cwt. ...	2 3 6	2 10 6
Beef, per cwt. ...	2 3 6	2 7 6
Bread, per cwt., ...	0 9 0	0 12 10
Oatmeal, per ton, ...	9 15 0	11 17 6
Butter, per lb., ...	0 1 0	0 1 1½
Eggs, per doz., ...	0 0 9	0 1 3
Potatoes, per cwt., ...	0 2 1½	0 2 9
Coal, per ton, ...	1 0 6	1 7 11
Rice, per cwt., ...	0 11 0	0 12 6
Soap, per cwt., ...	0 19 3	1 6 3
Sugar, per cwt. (Tate's), 14 6; it was 23/3 in 1913, now 16/9. It varies a lot.		

3096. The CHAIRMAN.—The contract price is not always a criterion?—No, sir.

3097. They sometimes put in a particular article less than cost in order to get a certain average?—Yes, sir. As regards milk, I am told : "we are not only paying 7d. per gallon for a three years' contract, but we are paying 1/- per gallon for some which is the usual winter price here at present in Armagh." And the rates have gone up from 1/2 to 1/7 land since 1911, and from 2/5 to 3/10 or buildings. The rates nearly everywhere have gone up. I have the contract prices for clothing and other things in Armagh Union for 1901 and 1914, and I think they are rather interesting :—

	1901.	1914.
	s. d.	s. d.
Hessian or Ticking ...	0 7½ per yard	0 10½ per yard
Lining Calico ...	0 2½ "	0 3½ "
Twill Calico ...	0 3½ "	0 6½ "
Linen Checker ...	0 5½ "	0 7½ "
Brown Lincin ...	0 5½ "	0 7½ "
Flannel ...	2 0 "	2 11 "
Flannel, for Hospital use.	0 8½ "	0 9½ "
Frieze ...	3 11 "	4 3 "
Twill Cotton Sheetting ...	0 8½ "	0 11 "
Flannelette ...	0 4 "	0 5½ "
Blankets, all wool per pair.	8 6 "	9 11 "
Blankets, Grey, Single	2 9 "	3 4 "
Stockings ...	9 0 "	10 9 "
Men's Boots ...	7 6 "	9 10 "
Women's Boots ...	5 6 "	7 6 "
Hair Sweeping Brushes	19 5 per doz.	24 0 per doz.
Lime Brushes ...	14 0 "	16 6 "
Iron Buckets, 14-inch	9 0 "	15 0 "
Plank, 9' x 3' ...	0 2½ per foot	0 4½ per foot
Baltic Sheetting, ½ ...	7 0 per square	11 3 per square

3098. The CHAIRMAN.—I suppose the stockings would be quoted per dozen?—I suppose so—yes.

3099. Mr. HEADLAM.—Where did you get these prices from?—From the Clerk of the Union in Armagh.

The CHAIRMAN.—It is now one o'clock, and I think we will adjourn.

SITTING RESUMED.

DISTRICT INSPECTOR WALSH (examination continued after adjournment).

3100. The CHAIRMAN.—Now I think when we adjourned you had just finished the list of prices?—Yes, and the next point that I was going to mention rapidly was one that you probably know already, but I will just run over it.

3101. Have you got any prices in 1884?—No, I have not, but the prices of agricultural produce were very cheap then. My idea with regard to the rise in prices is that there is better marketing now and better co-operative methods. Formerly the farmers' wives used to hawk out their goods to the doors of the gentry. Now they are sent away to the co-operative society. Again, there are increased transit facilities, and the cost of transit is cheaper. The supplies of foreign countries too are drying up. A head constable to-day told you of the Germans now getting eggs in great quantities, and it is a fact.

3102. Mr. HEADLAM.—Do you say that the Germans didn't eat eggs?—Not much.

3103. That was not the case some years ago at any rate. Well, what next?—Then the United States are so hard pressed that they are beginning to import now the stuffs they used to export formerly. Then there is the element of decreased tillage and the over-production of gold in South Africa, due to the cyanide process.

3104. And consequently money is affected in value?—Yes; that is my idea. I would like to give you the rates of labourers' wages. The labourers' wages in Clogheen were 12/- a week in 1901, and they are now 14/-; in Maerom they were 10/-, and are now 15/-, and in Newtownhamilton they were £1 6s., and now £2 2s. I have also here the rates of pay for a large number of different classes of labour.

3105. The CHAIRMAN.—How are these obtained?—I got them from the officials in the railway company.

3106. What railway company?—The Great Southern and Western. Of course, there is a special rate of four or five shillings additional for labourers and artisans of that class in Cork and Waterford and Limerick, and a few other places where house rents are high. The railway porter's wage for six days in 1901 was 15/6; now it is 16/-. Of course, in Cork you would have to add on 4/- or 5/- additional for the reasons given :—

	1901.	1914.
Signalmen, ...	18/- to 24/-	18/6 to 24 6
Engine Drivers, ...	No change up to 48 -	
Gangers, ...	18/-	19/-
Gangers (in Cork, Limerick and Waterford) get ...	—	23 6
Cabinet-makers, per 50 hours, ...	30/-	33/6

3107. Mr. HEADLAM.—Are these weekly wages or piece wages?—Weekly; and for Sunday work they are paid one and a half rates extra. The rise in the cabinet-makers' wages took place in 1913. Superior hands get extra wages. The other wages are :—

	1901.	1914.
	s. d.	s. d.
Corporation—Painters, Fitters, etc. (per day), ...	5 9	6 0
Corporation—Labourers (per day)	3 0	3 4
Bricklayers, do., ..	5 9	6 0
Plumbers, do., ...	6 0	6 4
Painters, do., ..	5 6	6 0
Plasterers, do., ...	5 9	5 9

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District Inspector C. A. WALSH examined.

[Continued.]

These men's wages were raised 1/6 per day in 1896—a tremendous rise, and consequently they have received no rise since.

	1901.	1914.
Bakers (per week),	32/- to 36/-	34/- to 38/-
Vanmen do.,	18/-	24/-

At present vanmen are looking for an increase, and there was a meeting of the employers before I left for Dublin, and nine of the employers are for giving the increase, and eleven against it. However, the men will probably get the increase. Labourers' wages in 1901 were 15/-, and they are now 18/-.

3108. Mr. HEADLAM.—Is that in Cork City?—Yes; that is the common casual labourer. Of course, these men that work on the quays are paid by the piece or hour, and they are paid up to 14/- a day.

3109. The CHAIRMAN.—And that is not constant?—No, and it depends a lot upon the physical condition of the men.

3110. They are the stevedores and gangers?—Yes. I next come to the postmen, including good conduct stripes, 32/- after 30 years' service in 1901 to 34/- after twenty-four years in 1914. I have got a statement from the Postmaster if you care to have it. Asylum warders £40 plus allowances, equal to £41 2s. in 1901 to £43 plus £5 good service pay, and allowances equal to £46 2s. in 1914, or an increase of 16 per cent, including allowances. The Tramway men (stokers) have got an increase of 3 per cent, and engine drivers from 27/6 to 31/-, or an increase of 12½ per cent.

3111. Within what period?—From 1901 to 1914. Fitters have advanced from 34/- to 36/- a week, and compositors have got a rise of about 3/- a week. Of course, tramway men, in addition to their pay, get two suits of clothes and an overcoat each year, and postmen get 1½ rates extra for Sunday work and a boot allowance of 21/- a year.

3112. The CHAIRMAN.—What was that you said about the postmen?—I can hand in the document that I got. It gives the whole thing, and is made up in return form.

3113. Is that the essential part that you have extracted from it?—Yes.

The CHAIRMAN.—Very well, you can put it in.

3114. Mr. HEADLAM.—Does a postman walk as much as a constable or less?—I suppose they both get a good deal of walking.

3115. The CHAIRMAN.—Any more?—Well, I think that is as far as the wages go.

3116. And is that the wages of the different classes?—Yes.

3117. Have you any particulars regarding the salaries and earnings of shop assistants, and that class of thing?—No; I didn't take any of them.

3118. Mr. HEADLAM.—What class would you think these would be that you have mentioned?—Artisans and skilled labourers, and plumbers, and cabinet-makers.

3119. The CHAIRMAN.—As a matter of fact the artisan gets his trade now in rather a different way than he did formerly?—He doesn't spend so much time now at it as formerly. Now they are taken on as improvers. He serves three years, and he gets his improver's licence. The next thing is house rent, and I think I have mentioned that already. They have increased in Cork by about 6d. a week.

3120. You said that they were about the same in Cork?—Yes. The Board of Trade return shows no change, but I had a letter from Mr. Beale, who has a large amount of property, and he says that his company had found it necessary to increase the weekly rents of artisans' dwellings by 3d. to 6d. a week *pro rata* on new dwellings.

3121. Mr. HEADLAM.—How much has a constable to pay for a house in Cork?—5/- a week is the least. There are three men that have to pay 5/- a week; three pay 5/6 a week; sixteen pay 6/- a week; six pay 6/6 a week; fifteen pay 7/- a week; seven pay 7/6 a week; one pays 8/- a week; one pay 8/6 a week, and four men pay 9/- a week.

3122. The CHAIRMAN.—Are these various ranks?—Yes, sergeants and constables.

3123. And it doesn't follow that rank has very much to say to the rent of the house?—Not very much.

3124. Mr. HEADLAM.—Is that Cork City?—Yes. In the rural portions one man pays 3/6 a week; two men pay 4/- a week; two men pay 5/- a week, and another man pays 7/- a week.

3125. And is one to understand that the rent is slightly less in the rural districts?—Yes, and in the country districts it would be less than that. Of course, the increase in the house rent is largely due to the higher rates. They are tending to go up everywhere, and I need not go into the reasons of that. And in addition there is the increased cost of material, and the cost of labour is much higher than it used to be.

3126. The CHAIRMAN.—Do you know whether rates are charged on the cottages built by the Urban and District Councils? *Witness*.—Do you mean whether the labourer pays the rates?

3127. No, but are they rated?—Yes, but it would be like a man taking money out of one pocket and putting it into another.

3128. I want to know if that process was carried out?—I don't know.

3129. Mr. STARKIE.—I think they are rated.

The CHAIRMAN.—Yes; they are, I find.

3130. *Witness*.—As regards recruits, I would like to say that formerly I used have no trouble in getting first-class recruits: in fact I would not give a second thought to any recruit on the borderland, but would send him away.

3131. Mr. HEADLAM.—Do you take recruits from the City of Cork or from the country district?—In the city generally. In Macroom I got a few candidates, and they were either deficient in literary training or in physical condition. Since I came to the City of Cork I have not been able to get a single candidate. A few of them came in, but I could not pass them. I passed no candidate for the last year. As regards the whole county I got figures from the County Inspector's office.

3132. Perhaps you will give us that?—Yes. According to this in 1913 there were 24 candidates; of these 15 were farmers' sons and 4 policemen's son, and 2 artisans and 2 labourers. The average number of candidates for each year was 32.

3133. The CHAIRMAN.—Was that in the City of Cork?—In the East Riding.

3134. Including the city?—Yes.

3135. Mr. HEADLAM.—And what about the farmers' sons?—There were 15 farmers' sons, and for the previous year there were only 8 farmers' sons, but 16 labourers and artisans.

3136. Have you got the figures for the previous year?—Yes; in 1912 there were only 8 farmers' sons.

3137. And the total?—33. In 1911 the number was 20.

3138. And 1910?—I haven't got the average for that year.

3139. Mr. STARKIE.—What was the number in 1913?—Fifteen farmers' sons.

3140. And what was the total?—24. I cannot say very much about this, because very often the candidate who calls himself a farmer's son may be the son of a man who has only five or six acres.

3141. What was the average that you arrived at for previous years?—The number in 1904 was 32.

3142. And since you have got 20, and 33, and 34?—Yes.

3143. So that the sending forward of candidates for the Cork East Riding was small?—Well, it hasn't gone down so small as other places. I cannot give you any idea of what the class of candidates were, except as regards those that came before myself. Last year I passed none, and the previous year they were nearly all men that I had to send back again.

3144. The CHAIRMAN.—None of these men that you have down there on that table would include those that might be discharged on coming up to the Depot as not being up to the standard?—Yes, it would include all. These were candidates passed by the County Inspector, and they may be subsequently rejected by the Commandant. These are the number that appear

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District Inspector C. A. WALSH examined.

[Continued.]

on his book, and what became of them afterwards is not disclosed. It often happens that we send up candidates, and they reject them above for some cause or other. My personal experience is that in recent years I have got very few desirable recruits.

3145. Mr. HEADLAM.—And you had none last year?—No.

3146. And the year before?—In that year I had one or two—one was a boy I took a special interest in, because I knew his people, and I had him under gymnasium exercise to get him up to the standard, and I succeeded in getting him through at last.

3147. And the year before?—I hadn't any recruit.

3148. And you have very few as a rule?—Yes, very few. If you want to attract the same class as we used to get in physique and attainments and status, you must increase the pay.

3149. And suppose the pay was increased, do you think they would come?—Yes, I think so. In the old days men had to wait so long that they got tired, and went off to something else.

3150. That was not in Cork?—Oh, no.

3151. The CHAIRMAN.—You are only two years in Cork?—One year, and some time in the county. I think that the fact of a pensioner having to remain on thirty years puts off a number from joining.

3152. Mr. HEADLAM.—Do you think that they look forward to that before they join the service?—I should think they would. Policemen's sons would, but farmers' sons would not.

3153. The evidence is that men join without knowing the conditions, and then they are sorry that they joined?—I lost one man in Macroom who left, and went out to Toronto, and I had some letters from him afterwards, and he said that he was very much better off there, because, though the living was very much higher, the pay was greater. And I have another young constable—one of my best constables—and he is going to follow suit. He has six or seven years' service which he is going to sacrifice.

3154. How many resignations had you last year?—I wouldn't have many myself, but I could tell you the number that I have taken out of the Constabulary list.

3155. Have you the districts?—No, I have not.

3156. Mr. HEADLAM.—Well, we have got the rest.

Witness.—And then there is another point with regard to this barrack deduction. The men seem to have a sort of grievance about this deduction, and my idea about that is that I would either do away with the deduction or I would give a small fixed allowance for the cleaning of the barracks. I would give a small grant for the cleaning of the barracks.

3157. The CHAIRMAN.—The intention of that deduction was to reduce, as far as possible, the disparity between the married and the single men, and it was to give the married man of some length of service some advantage; at the same time you think it is not correct?—Well, I would think it a better plan to give some small fixed allowance to each station for the cleaning of the portion of the barracks that would be considered public property. It would enable them to get a better servant, and it would relieve them of that grievance. The married men only go into the barracks on public duty, and they have to pay for the cleaning of what they regard as a public office.

3158. Mr. HEADLAM.—How long has this system of barracks servants been in existence?—As long as I can remember.

3159. There is no such system in the army?—I don't know. There must be some persons to cook their food, and that sort of thing.

3160. Can you tell us one thing about the City of Cork—how many men live in the barracks?—It varies of late. In Union Quay Barracks I think there are 28 men living in barracks, and there are three barracks servants there.

3161. Do they contract for their food, or are they supplied by the shops at tradesmen's prices?—No, they don't contract. They have a small canteen, but they don't get much in that except a little bacon.

3162. Could they contract and get wholesale prices?—I don't think they would.

3163. If they would they could get things cheaper?—Of course, in some of the barracks there are only two or three single men.

3164. I am talking of the big barracks?—There is no doubt that in a big barracks the men live a little cheaper, because the cost of the mess would be 32/6, and in some of the barracks it would be over 40/-.

3165. But outside that they don't make any effort to get meat at wholesale prices?—No, not that I know.

3166. Would you know?—Yes, I would; I got a return of expenses of a head constable, sergeant, acting sergeant, and single constable handed into me. It shows that the single men are living on their pay, but they cannot do very much more.

3167. The CHAIRMAN.—Give us the total?—That is for the single man, and it shows that his total is 44 6s. 1d.

3168. That is his total expenditure?—Yes, including the insurance for himself, and includes all his expenses, such as contributions to the clergy, and that sort of thing.

3169. Mr. HEADLAM.—And clothes?—Yes, and train fare, £1 4s.

3170. And what does that leave him?—About 7/9.

3171. A month?—Yes. Of course, he hasn't kept anything for holidays but travelling expenses.

3172. Does it include things like tobacco?—Yes, and 10 10 for insurance. With regard to the allowance for arms and straw, I would be inclined to give some small grant instead of these things—say a sum like £3, instead of giving £1 6s. for boots, and something for something else, which amounts to £11 5s. at present.

3173. Mr. STARKIE.—It would simplify matters?—Yes, and would be a great advantage to the men. I would also be inclined to give good service pay to men who have failed to pass the examination for promotion. This happens sometimes, and I have a man now who is one of the hardest working men in the district, and he cannot be promoted, and it would be an encouragement to a man like him who is interested in police work, and takes an interest in his duties, and cannot pass examinations.

3174. Mr. HEADLAM.—If you had good service pay for men of the class you mention, would it not be rather difficult to prevent its being given as a matter of course to men at a certain stage, and would it not rather encourage inefficiency?—No; it is done in the case of officers.

3175. The officer receives good service pay after a number of years' service?—Yes, but not necessarily according to seniority.

3176. Mr. STARKIE.—Would you limit the number of cases?—Yes, I would. I would limit it for each county, and according to the size of the county.

3177. The CHAIRMAN.—You would limit the entire number, and then have a sort of equitable distribution?—Yes, sir.

3178. Mr. HEADLAM.—If you assign certain good service allowances to each county, would not that tend to induce the persons there to keep the allowance up to the schedule number irrespective of merit?—I see your point. My answer is, I would not give such a large number of good service allowances as would cover all the deserving cases. I would rather limit it so that there would be a number of men always working for it.

3179. Mr. STARKIE.—How many would you give, say, to Cork?—I have not gone into it so deeply as that, but there are two men that I would give it to, because they do an immense amount of work, and they are very successful in handling cases. I think in most police forces they give some merit pay. Then as regards the question of pension I would be inclined to agree with some of the men that have been here, that there should be some estimated sum as to the value of their extra allowances added together, and it would increase their pension a little bit. That is done in the prisons service and the asylums service. They estimate the value of the men's allowances at a certain sum, and add it to their pay for the purpose of calculating their pension.

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District Inspector C. A. WALSH examined.

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3180. The CHAIRMAN.—In the lodging money, would you make any difference between the single and the married men?—There is a difficulty as regards that, unless you estimated the single men at something more. I would include the small grant that I would give for the boots and clothing, and so on.

3181. Some witnesses said that they would fix a sum for the married men and not fix anything for the single men?—That would be rather unfair to the single men.

3182. That would involve two scales of pensions?—Yes. The sergeant in charge of a station has more worry and anxiety of mind than the man that is under him. If he had been in charge for a couple of years before his retirement, I would calculate his pension upon his charge allowance, and he would be entitled to more.

3183. Would there not be some difficulty in removing him from charge if he was entitled to a pension after three years?—That doesn't often arise, as long as he is doing his work properly.

3184. Have you anything else to put before us?—I don't see that there is anything else except the limit of age for head constables. I don't think it would be any harm to extend that to 50. Very often a good man isn't able to go up for examination at the time, and I think the limit ought to be extended to 50 years.

3185. Both for "P." men and others?—Yes. I think a "P." man, if he is any good, will have got it before.

3186. Mr. HEADLAM.—What about promotion—somebody suggested that it should be all over Ireland, and not by counties?—Well, in my district of Cork the average number of years is 21, and in Macroom, where I was last, the average was a little over 18.

3187. What do you think of the suggestion?—I reckon as a difficulty what an officer has stated here—that he might get a man sent to him about whom he knew nothing, and who might not be suitable.

3188. The CHAIRMAN.—That is supposing the promotion was general?—Yes.

3189. Mr. HEADLAM.—Which way does your opinion go?—I think it would be fairer if the whole country were treated as one for the purpose of promotion.

3190. The CHAIRMAN.—In speaking of the promotion as rather better in disturbed counties than in quiet counties, I take it that in disturbed counties the average ages of the men are, on the whole, lower than in the quiet counties?—Perhaps that may be so, but I have not looked into that point.

3191. It would be rather interesting to know, because, of course, if the percentage of elderly men was high in a quiet county, it would make the promotion seem slow?—Yes, it would, sir.

The CHAIRMAN.—Perhaps you will inquire into that and see.

3192. Mr. HEADLAM.—Does anything else occur to you about the force in the City of Cork—in the matter of organisation, say?—No. I don't think it would be wise to make any changes at present. We are on the eve of great adventures.

3193. Mr. STARKIE.—Have you anything to say about pensioners in Cork and their employment?—Yes: the number of pensioners in my district of Cork South amounts to 152. The number of unemployed is 71, and the number in business for themselves as farmers or shopkeepers is 17, and the number employed in different situations, such as shop assistants, etc., is 64. That is a percentage of 53 per cent. employed.

3194. And they have no very marked difficulty in getting employment in Cork?—Well, I would not like to say very much on that point, because I am not long there. There is the case of Ryan that we heard a day ago. I notice that the Gaelic Athletic Association and the Hibernians passed very violent resolutions on that occasion.

3195. The CHAIRMAN.—It was given in that case?—It was given by a clergyman. They were mostly clergymen on the Committee, and he got it by the casting-vote of the Roman Catholic clergyman who was in the chair.

3196. Mr. HEADLAM.—And they objected to him?—Yes.

3197. And they didn't turn him out?—No, but in the North of Ireland a sergeant of mine got an appointment, and they afterwards, when a Nationalist majority got elected on the Council, swept him out amongst others. He was a Protestant.

The CHAIRMAN.—Thank you, inspector.

Constable ROBERT S. PAKENHAM examined.

3198. The CHAIRMAN.—What is your Christian name? Robert S.

3199. You are stationed at Brown Square, Belfast?—Yes.

3200. What service have you?—Twenty years.

3201. You are on the district detective staff?—Yes.

3202. And we heard something about that from the Commissioner of Police?—Yes.

3203. How many are on the detective staff?—There are five constables and a sergeant attached to the district I am serving in.

3204. How long are you in Belfast?—For over ten years.

3205. And how long of this a detective?—About five years.

3206. You get a plain clothes allowance?—Yes.

3207. Do you derive any other benefits?—No, I don't, sir, and the plain clothes allowance goes on plain clothes.

3208. And you derive no advantage?—No, sir.

3209. Mr. HEADLAM.—What do you get for the plain clothes?—£10 a year.

3210. How much is that supposed to buy?—Everything that a man would require.

3211. Is there anything specified in the regulations?—No. Of course, a man must be respectably dressed.

3212. The CHAIRMAN.—And you came to speak on behalf of the constables stationed in Belfast?—Yes.

3213. And I suppose after some consultation as to what you were to say?—Yes.

3214. Would you like to give it in the form that you have it there?—Yes. I have been deputed by constables of the R.I.C. stationed in Belfast to appear here and pray on their behalf for an increase of pay

commensurate with the increased cost and higher standard of living, and also to place us more nearly on equality as regards pay and pension with Borough Police Forces in Great Britain, more particularly with those with which comparison was made in the report of the Commission in 1901. The price of commodities has increased so much since 1901 that we find it almost, if not quite, impossible to make both ends meet, even by exercising the most rigid economy and adopting a Spartan mode of living. There has been a gradual rise in prices for a considerable time past, but of late years the rate of increase has been more rapid, and I would estimate an all-round increase of from 20 to 25 per cent. in the cost of living since 1901.

3215. Mr. HEADLAM.—You don't go back more than 13 or 14 years?—No, sir; the last Commission was in 1901, and that was the time that our claims were last considered. I could give figures from the Board of Trade Report to show the increase between 1905 and 1912; but as other witnesses have done so I will not take up further time with them.

3216. We have them in the Blue Book?—Yes. I will, however, mention that the report shows that Belfast is one of the dearest cities in the United Kingdom in which to live; taking London at 100, Belfast stands at 92, while many of the English cities of similar or larger size stand as low as 86 and 88. It will be seen also from that report that food alone costs 11 per cent. more than in London, and Belfast is shown to be the third dearest city in the United Kingdom for food alone. Taking the cost of living in Belfast and in the English cities, everything included, that is boots, clothes, food, coal, and house rent, Belfast would stand very high, and I think there would be only ten or twelve of the

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Coustable ROBERT S. PAKENHAM examined.

[Continued.]

eighty-eight cities and towns dealt with in the report where the cost of living (rent included) is higher than in Belfast. I purpose dealing with the increase in the price of commodities in somewhat different form to any of the witnesses that I have heard examined here, and I propose to give a list of my own expenditure—my household expenditure for one month of 30 days. I can give you the actual items as regards food and other household necessities, and the only thing that I have to estimate is the accounts for clothing, and in this way I think I will demonstrate in a very practical and convincing manner the way in which the increase in prices affects us. I have here the actual amount of commodities, and the different items, and I give the present prices and the prices that obtained in 1901. I have gone to a good deal of trouble in getting the absolutely correct prices for 1901, and I can vouch for the prices, both the present prices and the prices of 1901. I may mention that the prices are average prices. That is, the prices that might obtain for a whole year. Some articles, of course would be dearer in winter than in summer, so in that case I have an average price, that is the price that the trader would supply these commodities at the whole year round.

3217. Mr. HEADLAM.—Things like eggs and butter? Yes, sir. I will go into details if you wish. My family consists of four children that range in age from three to eight years. The first item is bread, per day, 3lbs. of bread at 3d. per 2lb. loaf would come to 11/3 a month for the past twelve months. In 1901 the price was 2½d. for the 2lb. loaf, and that came to 8/5½ for the month, so in that item alone there has been an increase of 2/9½. Milk, three pints per day at 3½d. per quart in 1914 amounted, per month, to 13/1½; and in 1901 the price of milk, three pints per day, at 2½d. per quart, came to 10/3½, leaving 2/9½ as the increase in the cost of milk. The above quantity only leaves a half-pint of milk for each person per day. Then comes tea. In 1913 the prices were, tea, 2lbs. per month, at 2/- per lb., amounting to 4/-; and the same tea in 1901 was, tea, 2lbs. per month, at 1/9 per lb., 3/6, meaning a rise of 6d. in tea. Sugar, 1½ stone per month in 1913, at 2/2 per stone, 3/3; and in 1901 the price was, sugar, 1½ stone at 1/9 per stone, 2/7½, being an increase of 7½d. in the price for 1913. The price of butter, 8lbs. per month, at 1/3 per lb., in 1913 came to 10/-; and in 1901 butter, 8lbs., at 1/2 per lb., 9/4, or 8d. less than now.

3218. Mr. HEADLAM.—Are they the average 1901 figures?—Yes, sir, they are the average prices in both cases. The next item is bacon.

3219. Is that Irish bacon?—Yes, sir. In 1913 bacon, 7lbs. per month, at 1/- per lb., came to 7/-; and in 1901 bacon, 7lbs., at 7d. per lb., came to 4/1, or 2/11 less than now. Then we come to beef, 28lbs. per month, at 9d. per lb., equal to £1 1s. in 1913; and in 1901 beef, 28lbs., at 7½d. per lb., 17/6, or 3/6 less than now. I wish particularly to bring under your notice that the amount of meat consumed daily amounts to an average of 1 1-6lbs. amongst six persons.

3220. Mr. HEADLAM.—And some of them are small persons?—Yes, but you must admit that the amount is very small. The next item is eggs, 2 doz. in 1913, at 1/6 (average price for whole year), 3/0; eggs, 2 doz., at 1/2 per doz., in 1901, 2/4, or 8d. less than now. Cheese, 2lbs. in 1913, at 9½d. per lb., 1/7; cheese, 2lbs., at 7½d. per lb., in 1901, 1/3, or 4d. less than now. Potatoes, ¼ stone per day, at 6d. per stone, in 1913, 3/9; potatoes, ¼ stone per day, at 6d. per stone, in 1901, 3/9, no change. Oatmeal, 2 stone per month, at 2/- per stone, in 1913, 4/-; oatmeal, 2 stone per month, at 1/6 per stone, in 1901, 3/-, or 1/- less than now. Vegetables and condiments average 1d. per day, in 1913 came to 2/6 a month; vegetables, etc., average per month in 1901 2/2, or 4d. less than now. Soap, ½ stone per month (best quality common), at 4/4 per stone, in 1913, 2/2; soap, ½ stone (best quality common), at 2/8 in 1901, 1/4, or 10d. less than now. Coal, 4 bags of 10 stone per bag, at 1/9 per bag, in 1913, 7/0; coal, 4 bags, 10 stone per bag at 1/2 per bag, in 1901, 4/8, or 2/4 less than now.

3221. Mr. HEADLAM.—That is a higher price than

if you bought it by the ton?—Yes, it is slightly higher. We have to buy it in small quantities, as we have no place to keep it. Then there is the item of gas, 1d. per day on an average all the year round, or 2/6 per month, the same as 1901. House rent is 6/- a week, or £1 6s. per month, and in 1901 the same house would cost 5/6, and that would be £1 3s. 10d. a month, or an increase now of 2/2 a month.

3222. £1 6s. a month you say?—Yes, as, of course, we have to pay for fifty-two weeks in the year, not forty-eight. For cleaning materials, firelights, matches, etc., last year I gave 8d. a month.

3223. What is your house per month?—It is 6/- a week.

3224. And 24/- a month?—No, 26/- a month.

3225. And you pay £1 6s. a month?—Yes. The firelight, etc., was 8d. also in 1901. As regards the clothes account, I only estimated on the 12 per cent. increase as shown in the Board of Trade Report. That increase took place between 1905 and 1912, but I find that the increase between 1901 and 1914 has been very much greater. However, I have left it at the 12 per cent. Clothes for my wife at present prices cost about £4 7s. per annum, or 7/3 per month. In 1901 the same amount of clothes would have cost £3 17s. 6d., or 6/5½ per month. There is an increase here of 9½d. per month. Clothes for a girl aged 8 years at present cost about 27/- per annum, or 2/3 per month. In 1901 the same amount of clothes could have been bought for 24/-, or 2/- per month. This shows an increase of 3d. per month. Clothes for a girl aged 6½ years at present cost about 24/- per annum, or 2/- per month. In 1901 the same amount of clothes would have cost 21/6, or 1/9½ per month. This shows an increase of 2½d. per month. Clothes for a boy aged 5 years at present cost about 19/- per annum or 1/7 per month. In 1901 the same amount of clothes would have cost 17/- or 1/5 per month. This shows an increase of 2d. per month. Clothes for a girl aged 3 years at present cost about 19/- per annum, or 1/7 per month. In 1901 the same amount of clothes would have cost 17/-, or 1/5 per month. This shows an increase of 2d. per month. Cleaning barrack last year 1/- per month, cleaning barrack in 1901 1/-, no change. In the year 1901 my bill, at the prices obtaining then, would amount to £5 15s. 4½d., at the present prices the amount would be £6 18s. 5½d., showing an increase since 1901 of £1 3s. 1d. per month, due entirely to increased prices.

3226. The CHAIRMAN.—Is the total that you have given for 1914 a total of your actual expenditure for any month, or is it an estimate that you have formed of what would be a sufficient supply per month?—No, sir; it is all the items—these are the actual items for a month, with the exception of the clothing, which is an estimate, and perhaps a few small items such as gas, cleaning materials, etc.

3227. I mean, is that the actual amount that you have taken from your pocket as having been spent in a month on those various articles?—Yes, sir. This statement clearly shows that my household expenditure has increased by £1 3s. 1d. per month, or by 5/4 per week since 1901, owing to the increase in the prices of commodities. I have already explained that I only calculated upon 12 per cent. increase in cost of clothing, but that is an under-estimate. It will also be seen that the amount of food consumed by the family is small, and barely sufficient to maintain growing children in health, while not a single item could be classed as a luxury. It will also be noticed that the amount spent on clothing is very small. It is scarcely adequate, and the clothing is of the cheapest quality.

3228. Mr. HEADLAM.—What is the cost of flannel there?—You can get a decent flannel shirt for about 6/6. The greater portion of the children's clothes are made at home. My boots or boot allowance are not included in the above account. The following necessary expenses have to be borne, and are paid from a small private income, only for which the family would have to be denied, to some extent, the very necessities of life, else I could not keep out of debt:—

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Constable ROBERT S. PAKENHAM examined.

[Continued.]

Repairing or replacing furniture, cooking utensils, delph, bedding, etc., per month, 5/- (that is an estimate); premium on £100 endowment policy, per month, 6/-; holiday for self and family every alternate year, 5/- per month; repairing materials for boots (I do the repairs myself), 1/- per month; Church Sustentation Fund and collections, 1/8; books, pencils, exercise books, etc., for children, 1/0; underclothing for self, 1/4; wool for stockings for family (knit at home), 1/0. I allow myself nothing for tobacco or beer or amusements, and stationery and stamps would be 6d. Total, 22/6 per month.

3229. Mr. HEADLAM.—What do your boots cost you in Belfast now as compared with ten years ago?—The men who get their boots made to order will get no sort of decent boots under £1 or 21/- a pair.

3230. That is hand-made boots?—Yes; some years ago the same boots would cost 18/-. These are better boots than the machine-made boots. As you will see, the items I mentioned first come to £6 18s. 5d., or practically the same as my pay and allowance, which amount to £6 18s. 4d. exclusive of boot allowance, so that the last items I have mentioned are not met out of my pay. Now, I have been instructed by the constables whom I represent to ask that we be placed on the footing of a separate force, something on the style of the Dublin Metropolitan Police, and it is the unanimous desire of the men whom I represent that for the consideration and adjustment of our pay and pension we should be treated as a distinct and separate force from the rest of the R.I.C.

3231. The CHAIRMAN.—When you say separate force, you mean not interchangeable by transfer or otherwise with the force outside?—Yes, sir. That is, that recruits can be obtained from the Depot when the recruits volunteer for Belfast, and let Belfast be recruited from the Depot.

3232. Yes, but having received the recruits from the Depot, you say the Belfast Force should not be interchangeable with the rest of the Force by transfer or otherwise?—Yes.

3233. Mr. STARKIE.—And that no man should be moved from Belfast under any circumstances?—Yes.

3234. And no man transferred into Belfast from any county?—Yes, sir. The men in Belfast think if the Belfast Force was a distinct Force, and if the people there knew that the men belonged to Belfast, though not really a local Force, it would, to some extent perhaps, make the Force more popular.

3235. When a man marries in Belfast is he transferred?—No, sir, he is not. The only cause for which he is transferred now from Belfast is when he marries a person connected with the licensing trade.

3236. Mr. HEADLAM.—Is he transferred from Belfast on promotion?—No, except a man promoted on the "P" list.

3237. Now, if they had a separate Force in Belfast, what effect would that have on promotion?—I think it would stimulate promotion, and I will give you my reasons. Belfast is not recruited from recruits, but it is recruited from men of six years' service or so, and that must make a difference in the service for promotion, because in the County Force that is recruited from recruits the average service of the men in that county will be lower than the average in Belfast, and promotion is in consequence slower in Belfast. Sometimes sergeants are sent into it to fill vacancies. Two vacancies were filled in Belfast last year by sergeants transferred from counties.

3238. The CHAIRMAN.—Is a man ever promoted out of Belfast—does an acting-sergeant ever get a sergeant's place in the county?—No, except in the case of a man on the "P" list. I never knew of an acting-sergeant getting a sergeant's place outside except where a man would be transferred out of the city for some reason or another and a sergeant brought in in his place.

3239. That would be an exchange?—Yes.

3240. Mr. STARKIE.—Of course, the "P" List men can remain in Belfast if they like, and wait for vacancies?—Oh, yes, and some of them do that.

3241. Do any men apply to leave Belfast for any private reason?—I understand that a very considerable number of them have applied of late years to get out

of it, but the tendency appears to be to keep them there if possible.

3242. And if your suggestion was carried out they could not leave?—Yes, but I don't think they would want to leave if Belfast was recruited from recruits who volunteered for service in Belfast. At the time Mr. Singleton was the Commissioner in Belfast he came down to the Depot and selected the men from among the recruits there who volunteered for service in Belfast.

3243. Did they go direct from the Depot to Belfast?—Yes, sir.

3244. Mr. HEADLAM.—And since then they have altered the system, and now they take men of some six years' service?—Yes, and before Mr. Singleton's time they got men from the counties, and they have reverted to the old system again. Now, gentlemen, I have here the estimated expenditure of a single constable, and I won't go into particulars, but his expenses appear to be fairly moderate, and he is a man with over four years' service, and, although he doesn't appear to be extravagant in his expenditure, at the end of the year he has a balance in hand of only £6 5s. 9d. I don't think he is able even to have his life insured, and I look upon that as very necessary in the case of any man. I respectfully suggest that this is not sufficient balance for him to have on hands after his expenditure, because in no employment is a man expected to work merely for what will board and lodge him, and this doesn't enable him to save and make provision for marriage.

3245. Mr. HEADLAM.—But he is earning a pension all the time?—Yes, and I will deal with that afterwards. I respectfully suggest that he should be paid at such a rate as would enable him to save and make provision for marriage, and settling down. At the present rate of pay, a man after seven years' service is not in a position to marry.

3246. The CHAIRMAN.—Is this man under four years?—No.

3247. What age did he join the Force at?—I cannot tell you.

3248. What age, as a rule, is a man with seven years' service?—I would say, sir, 27 to 28 years. Some years ago the men, perhaps, would be older, because they had longer to wait at that time before being called to the Depot. As a matter of fact, I was just 21 years of age when I went to the Depot myself.

3249. And so that a man in the service seven years, and at the age of 28, is not in a position to marry?—No, sir; I consider any man marrying without having some money saved, or unless his wife has some, will be always having the devil by the tail. I may say that the men of under seven years' service have got no increase of pay during the last 30 years. They didn't benefit at all by the 1908 Act, and we are generally supposed to have got an increase of pay of 1/- per week by the 1908 Act. That is not so, because, assuming that a man serves 30 years, there are 15 years of that that are not covered by any increase whatever, so that it leaves him drawing on an average for his whole service an increase of 6d. a week, or $\frac{1}{2}$ of a penny per day, and that can be tested when I say that the whole amount that a constable would benefit under that Act in 30 years would be £39. Now, with your permission, I will make some comparisons with some Police Forces in Great Britain, and particularly some of the ones mentioned in the report of the Commission of 1901. There was a comparison made between Glasgow and Belfast in particular, and it was stated that they were in close proximity and similarly circumstanced in many ways. Well, in 1901 the maximum pay of a Glasgow constable, after deductions, after ten years' service was 32/2 a week. It is now 36/5 a week, after the same deductions. Another Force mentioned was Manchester. Well, in Manchester in 1901 the maximum pay was 32/9, and it is now 39/- after 2½ per cent. deduction. In Newcastle-on-Tyne the maximum pay in 1901 was 32/2, and it is now 35/1, and the scale of pay there is under revision at the present time.

3250. Mr. HEADLAM.—What is the proportion of people to constables in Newcastle?—I cannot say. I think the analogy in the case of Belfast and Liverpool is greater than in the case of any other city.

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[Continued.]

3251. You compared Newcastle, and that is why I ask?—I think the analogy between Liverpool and Belfast is greater. In 1901, in Liverpool, the maximum pay of a constable was 32/3, and it is now 39/., after a deduction of 2½ per cent. In Liverpool I understand that the proportion of the police to the population is more—nearly the same as in Belfast—than in the case of any other city, and also I understand that their duties are more like those in Belfast than in the case of any other city, as they are, to some extent, troubled by party feeling and party demonstrations.

3252. Mr. HEADLAM.—What is the maximum pay of a constable in Liverpool?—In 1901 it was 32/3, after a deduction of 2½ per cent., and in 1914 it is 39/., after a deduction of 1/., that is, 2½ per cent. for the pension fund. I know that to be absolutely correct, because the figures came from the Chief Constable there. Now, I want to make some more comparisons, and I will make them as short as I can. In the case of a constable serving in Belfast for 30 years—all the time with the exception of the time he was at the Depot—his average pay during that time would be 25/2 a week. And in the course of 30 years he would draw without the Belfast allowance, £1,963. In Manchester a constable in the course of 30 years' service would draw £2,840 3s. 6d., or £877 3s. 6d. more than the constable in Belfast.

3253. Mr. STARKIE.—Are you taking the Belfast allowance into account?—No, sir. In any of these cases I have not estimated any allowance at all, although in the case of some of the Forces it is very considerable—take, for instance, Newcastle-on-Tyne. There, a married man who is not provided with lodging, fuel and light gets 7/- a week in lieu thereof, and in other places—

3254. I am speaking of the special allowances—are you taking these into account?—No, I am not taking any allowances into account at all, as they are not pensionable. In 30 years the Newcastle constable draws £2,524 17s. 2½d., as compared with the £1,963 drawn by the Belfast constable.

3255. Mr. HEADLAM.—Is the Newcastle constable's allowance pensionable?—Yes, and I have not calculated his allowance at all. I have not calculated the allowances in any city.

3256. So your comparisons would apply to any R.I.C. stations all over Ireland?—Yes. In 30 years the Newcastle constable draws £2,524 17s. 2½d., and his average pay works out at 32/4½, after deduction for pension fund. I forgot to say that the average pay of the Manchester constable is 36/5 per week, after deducting 2½ per cent. to pension fund. The average pay of the Bristol constable is 32/1¼ per week, after deduction towards the Pension Fund, and in the course of 30 years he draws £2,504 11s. 7½d., or £541 11s. 7d. more than the man serving in the R.I.C.

3257. Mr. HEADLAM.—They have 610 of a population to a constable in Bristol, or about double what it is in Belfast?—I don't expect they would keep so many of us in Belfast except that there is a necessity for it. Our duty is harder and more difficult, and we have a more difficult population to deal with. In Liverpool, which is much the same as Belfast, you have a higher proportion of police.

3258. Well, nearly. Now, go on, please?—Well, in Bradford the average weekly pay of a constable is 35/4½ per week, and in 30 years he draws £2,760 12s. 3 ¾d., or £797 12s. 3 ¾d. more than the constable in the R.I.C. In Cardiff the average pay is 34/1½, after deduction to pension, and in 30 years a constable would draw £2,661 15s. 0d., or £698 15s. 0d. more than the policeman serving in the R.I.C. In Liverpool the average pay of a constable is 36/6½ per week after deduction, and in 30 years a constable would draw £2,851 17s. 6d., or £888 17s. 6d. more than the constable in this Force. In Lincoln the average pay of a constable is 30/4¼, and he would draw in 30 years £2,367 13s. 9 ¾d., or £404 13s. 9d. more than the R.I.C. constable. In Sheffield the constable's average pay is 35/2½ after deduction, and he draws in 30 years £2,746 13s. 5½d., or £783 13s. 5d. more than the constable serving in the R.I.C. The average weekly pay taken all over these Forces that I have mentioned works out at £1 14s. 0¾d. per week, and the average pay drawn in 30 years by a constable

serving in these Forces, after a deduction of 2½ per cent., is £2,657 5s. 6¾d., or an average of £694 more than the constable serving in the R.I.C. Well, now, as regards the cost of living in these places—

3259. The CHAIRMAN.—You have not instituted comparisons between all the towns and cities and counties that were referred to by the Commission of 1901, and Belfast and the rest of the R.I.C.?—No, sir. I have only referred to the boroughs.

3260. You have only made comparisons between those that were mentioned and could be fairly compared with Belfast?—Yes, sir.

3261. Of course, you know that some of the smaller towns have very much smaller pay than those that you give?—Yes, but Lincoln is a small Force, and I think that that could be taken as a fair average of the boroughs.

3262. You took them as you think they are comparable to Belfast?—Yes. Taking London as 100, the average cost of living in these places works out at 89.25 per cent., compared with Belfast at 92, so that, on the average, the living is cheaper in these places than in Belfast.

3263. Mr. HEADLAM.—You can hardly compare Lincoln with Belfast?—No, it is a much smaller place, but, notwithstanding, the constable is much better paid there than we are in Belfast.

3264. Please go on?—In 1901 it was stated by a Chief Constable from England who had previously served in the R.I.C. that the police in England didn't seem to be in such straitened circumstances for money as the police in Ireland, and it was suggested by a member of the Committee that the English police were more provident. I think that the explanation is to be found in the figures I have quoted, and the imputation on the Irish Force is not deserved. If a man in one of these English Forces were to spend the same amount of money as the constable in the R.I.C. draws entirely he would still, at the end of 30 years, have £800 or £900 in bank, assuming that he saved the balance. With your permission I will now give you some trades in which increases of pay have taken place during the period that I have dealt with. As is generally known, men employed in industries have their wages adjusted on an average once in every five or six years; sometimes it would be longer and sometimes the period would be less, and their wages have, to some extent, kept pace with the increased cost of living. I have here a statement about a few classes of employment, and in the trades I have selected, I have not selected any of the highly-skilled artisans.

3265. Mr. HEADLAM.—Where did you get these figures?—I think Head Constable Molseed gave a good deal of these.

3266. The CHAIRMAN.—Yes; he went into all these. Witness.—Then I really don't think there is any necessity for my going into these.

3267. The CHAIRMAN.—All right, then. What next?—I now come to the advantages that we are said to possess in our positions, but I consider that, in considering the advantages of employment, the disadvantages should also receive consideration. The whole matter hinges on whether disadvantages outweigh the advantages. We have advantages, and we realise them, but, at the same time, we have disadvantages compared with the men in civil employment: Police work seven days per week, while men employed in civil employment work five and a half days per week. Police are not paid for overtime, or at an extra rate for Sunday duty or for night duty, while in civil employment men are paid for overtime at a rate of once and a half the ordinary pay, and for Sunday work and night work at from once and a half to twice the ordinary rate of pay. Our pension is supposed to be value for 6 11 per week in pay, assuming that we leave at 25 years' service, but we suggest that if the police were paid for extra duty, Sunday duty, and night duty at the same rates as those in civil employment, their extra pay would amount to more than that. Police have to devote their whole time and attention to the public interests. They are prohibited from in any way supplementing their pay. They cannot even keep lodgers.

3268. Mr. HEADLAM.—There seems to be some misapprehension as regards the English police in reference to this matter.

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Constable ROBERT S. PAKENHAM examined.

[Continued.]

Witness.—I understand that there is no objection to a man's wife keeping a shop or other small business.

3269. Mr. HEADLAM.—And you are only allowed to keep lodgers?—Men are directly prohibited by the Code from keeping lodgers, because if there were lodgers they might get to know too much about the conditions of service. I never knew of cases where lodgers were kept. I know it is prohibited.

3270. Prohibited?—Yes.

3271. The CHAIRMAN.—It is not done, but it is not prohibited. On the contrary, he may get permission?—I thought it was prohibited. Again, the police have to live respectably and in respectable localities, while many artisans earning at least twice a policeman's pay live in slums where a policeman would, under no circumstances, reside, or be permitted to reside. They are always, even when off duty, under the restraint of a semi-military discipline, while the man in civil employment, when his work is finished, is quite free. This is a disadvantage generally overlooked or not fully weighed.

3272. Mr. HEADLAM.—I have the rule now, and it says that the members of the Force are not allowed to keep lodgers, without the special authority of the Inspector-General. It means that a constable's wife may engage in business and keep lodgers.

Witness.—Then there is another disadvantage—that policemen, while in the Force, cannot make friends in the true sense of the word, and again, when a policeman gets into debt, even through no fault of his own, he is punished and his career blighted. If a man in a civil employment makes a slip and loses his position, he can get another, and in a few years he will be in as good a position as if he never made a slip at all. There are a few other things that I wish to bring under your notice. There have been a great number of resignations in Belfast during the last two years. In 1912 we had five per cent. of resignations, and in 1913 we had 5½ per cent. of resignations among the constables.

3273. The CHAIRMAN.—What became of these?—The men with three to four years' service went to join Colonial forces.

3274. We heard of one man that resigned in Belfast—he married without leave?—I look upon him as an exceptional case. I would say—and there is nobody here that is more in touch with the constables in Belfast than I am—that at the present time there is a large number of constables there prepared to resign if a substantial increase of pay is not granted immediately. They are going to send in their resignations at once. Quite a good number of young men are saving up every penny they can, as they want to be in a position to emigrate.

3275. Mr. HEADLAM.—Do they think of going abroad, or getting into any other Forces?—Some of them intend to join the Police Forces in England, but the majority of them intend to go to Australia or New Zealand or Canada.

3276. And they don't expect to find occupation in Ireland?—No, not many of them; they intend to go to England, Australia, New Zealand, or Canada. There is another thing that I respectfully suggest, and that is, that constables should reach their maximum pay at a shorter service—say fifteen years at the outside. We would also respectfully suggest that the rank of acting-sergeant should be abolished, as in the D.M.P. and many of the English Forces there is no such rank, and if a man on promotion to sergeant is not found fitted for his rank, I think he should be reduced. If you don't see your way to recommend that the rank should be abolished, we would ask that a definite period should be fixed for a man in the rank, say six months, to see if he was fit for the rank or not, or in any case not longer than twelve months.

3277. The CHAIRMAN.—It is twelve months at present?—There is no fixed period at present. The probationary period is twelve months, and after the probationary period of twelve months he is practically the same as a sergeant.

3278. Except that he isn't getting the pay, but his promotion is assured?—Yes, and he may have to wait a long time for it.

3279. Do you propose that the number of acting-sergeants at present should be included in the sergeants?—Yes.

3280. And that would add to the existing force of sergeants by the number that at present rank as acting-sergeants?—Yes.

3281. And it isn't to do away with the acting-sergeants, but to add to the number of sergeants?—Yes.

3282. Mr. STARRIE.—Do any of the acting-sergeants finish their service as acting-sergeants?—Very rarely. We respectfully ask that if the rank is not abolished a period of twelve months should be fixed for the rank.

3283. The CHAIRMAN.—Of course, you are aware that the proportion of sergeants to constables, and not speaking of acting-sergeants at all, is fairly high, and this would add to it?—Yes, but then we would have no acting-sergeants at all.

3284. You understand what I mean?—Yes.

3285. Mr. HEADLAM.—And you had that in your mind when you compared the Force with the English Forces?—In Belfast we have not as many sergeants as compared with constables as you have in the country. I have also been asked to request that an age limit be fixed for constables, sergeants, and head constables, say, 55 years. The Report of the Commission of 1901 asserts that our pension is deferred pay amounting to 6/11 per week. If this is so, then all men who resign or are dismissed are obviously entitled to this deferred pay, and the widows or next-of-kin are also obviously entitled to it. As regards our thirty days' leave, we desire to bring under your notice that the Police Forces in Great Britain get a day off in seven in most Borough Forces, and, in addition, seven to fourteen days leave each year. We have to work every Sunday.

3286. The CHAIRMAN.—Is it weekly or monthly that the constable can get the eight hours' leave?—A man can get eight hours' leave once a month, or not more than nine times a year. That is the eight hours' leave.

3287. Do you get that in Belfast at all?—I never asked for it, but I could get it if I asked.

3288. Is it taken advantage of in Belfast?—It is.

3289. Mr. HEADLAM.—Have you been able to take your leave in Belfast last year?—I had my holidays, and spent them with my parents last summer, but I hadn't the year before, when I had only a few days to go to bury a relative. I may also mention that pensioners have great difficulty in getting employment in Belfast. There is a rule on the books of the Belfast Corporation that police pensioners are not to be employed. However, to my own knowledge, they have broken through that rule on three occasions, and for very special reasons. One was a very distressing case, where some men interested themselves on behalf of a man who had to live on a very small pension, and they got him a position on the trams, and another was for the position of Inspector to inquire into cases where application was made to have children sent to an Industrial School. The Corporation appointed an Inspector to inquire into cases before the magistrates dealt with them, and the Corporation, thinking that a policeman was best fitted for it, they gave it to a sergeant of the detective staff, who resigned, and took up the position. Again, I know of a particular case where a sergeant who was doing duty in the markets was appointed as weighmaster in the markets, and he had actually sent in his papers to retire after the appointment, when some members of the Corporation brought this resolution, that no policemen should be employed, under the notice of the Corporation, and the result was that that man was told that he would not be appointed, and he walked out of the Force without having anything to go into. That was six years ago. The man got the tramway position quite recently.

3290. The CHAIRMAN.—Sometimes they can remember, and sometimes they can forget?—Yes, when it suits them to forget they can.

3291. Mr. HEADLAM.—It is not a political but economic cause in Belfast?—No, but the Town Council look upon it generally that we have served the Government, and the Government should provide for us, and these appointments were possibly for people who had votes at the elections, or their friends. I think there is something that I forgot to mention in my comparisons between Belfast and the other Police Forces. We submit that the police duty in Belfast is quite as hard as in any of the English boroughs, and we have

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Constable ROBERT S. PAKENHAM examined.

[Continued.]

all the disadvantages, without having in some cases their advantages. We are not a bit better off on beat duty. The men even on night duty patrol their beats singly, and are exposed to the same dangers as the police in any English boroughs, and the dangers will

be probably greater in the future than those encountered by any other Police Force in the United Kingdom. That is my idea.

3292. The CHAIRMAN.—You have stated your case very well.

Constable THOMAS HEALY examined.

3293. The CHAIRMAN.—What is your Christian name?—Thomas.

3294. How long are you in the service?—Eighteen years and three months.

3295. All the time in Antrim?—No; 7 years in Donegal.

3296. Are you a married man?—Yes.

3297. What is your family?—Five children.

3298. What is your native place?—County Roscommon.

3299. Have you accommodation in the barrack?—No, sir. I pay £14 a year house rent.

3300. You come here to represent the views of some of the members of the Force?—Yes; the constables of Antrim and Derry.

3301. And now will you give what they have decided you should say, in the order you please. We don't want to limit you; but you, I suppose, have heard a great deal of what has been said here, and you may be able to avoid repetition. Do you understand?—Yes, sir. The system on which I have made my case is somewhat different from theirs. We ask that an increase in pay of at least 25 per cent. be granted to constables of all grades. We base our claim on the increased cost and standard of living. The cost of labour in all departments of life, and the standard of living in all classes of society have increased immensely in recent years, while our pay has remained practically unaltered for 30 years, and our standard of living has lowered in proportion to the depreciation in the purchasing power of money. The prices of the following necessary articles indicate the increase in the cost at present as compared with that of 12 or 13 years ago. They are the prices in 1901 and the prices in 1914:—Bacon in 1901 8d. per lb.; now 1 l. Butter 9d.; now 1/4. Milk 2d. per quart; now 3d. Eggs 10d. per doz.; now 1/6. Coal £1 3s. a ton; now £1 9s. Boots 13/- per pair; now 18/-. Flake meal 1/8 per stone; now 2/4. Beef 8d. per lb.; now 10d. Soap 2½d.; now 3d. Four pound loaf 5d.; now 6d. Oil 7d. per gallon; now 10d. Suit of clothes £2 5s; now £3. Socks 1/- a pair; now 1/6.

3302. The CHAIRMAN.—Are these knitted socks or woven?—They are knitted. The prices I give are the average cost of the commodities mentioned, which I prepared from the several lists supplied to me by my comrades in various stations in both counties. I have prepared an estimate of my outlay for one year, exclusive of the cost of food, and it will be seen in the preparation of that estimate I have had regard only to the utmost economy. The following are the items:—

	£	s.	d.
House rent, ...	14	0	0
5 tons of coal annually at £1 9s. per ton, ...	7	5	0
1 cart firewood at 6/-; 12 boxes matches at 6d., ...	0	6	6
52 gals. oil, one gal. per week, at 9d. per gal., ...	1	19	0
Church dues, including monthly and weekly subscriptions, ...	1	15	8
Contribution towards barrack expenses, 1/3 per month, ...	0	15	0
Queen's Jubilee Fund, 2/11: Constabulary List, 2d., ...	0	3	1
1 weekly newspaper at 1d. per week, ...	0	4	4
2 boxes boot blacking per month at 4½d. per box, ...	0	9	0
6 tablets shaving soap at 10d. each, ...	0	5	0
2 lbs. soap weekly for household use at 2½d. per lb., ...	1	1	8
Men's boots, 3 pairs in 2 years, at 16/- per pair, £2 8s.; repairing same during said period, 3/6 per pair, 10/6; total, £2 18s. 6d. Average annually, ...	1	9	3

	£	s.	d.
4 pairs socks annually at 1/4 per pair, ...	0	5	4
2 inside and 2 outside shirts at 4/6 each, ...	0	18	0
2 pairs drawers annually at 4/6 per pair, ...	0	9	0
1 suit plain clothes in 5 years at £3; average annually, ...	0	12	0
1 pair dress boots in 5 years at 16/-, repairing same 4/-; average annually, ...	0	4	0
1 hat at 3/6; 2 ties at 1/- each; 6 collars at 6d. each; 1 dress shirt at 3/6 in 5 years; total cost 12/- Average annual expenditure, ...	0	2	5
1 pair dress gloves in 5 years at 2/6; annually, ...	0	0	6
1 overcoat in 10 years at £3; annually, ...	0	6	0
1 pair Regulation gloves, annually, ...	0	1	6
3 pocket handkerchiefs at 4d. each, ...	0	1	0
1 pair suspenders; annually, ...	0	1	6
6 pair bootlaces at 1d. per pair, ...	0	0	6
Stamps for pay docket, 1d. per month, ...	0	1	0
Hairdressing, 3d. per month, ...	0	3	0
1 box pens for use as barrack orderly, ...	0	0	6
Washing palliasses and sheets; annually, ...	0	1	0
Straw for palliasses; annually, ...	0	1	6
2 boxes pouch blacking, 9d.; brass paste, 2d., ...	0	0	11
Extra cost of making uniform, ...	0	2	6
Upkeep of watch and clock; annually, ...	0	2	6
2 suits clothes yearly for each of 5 children at 7/6 per suit = 15/- × 5 = ...	3	15	0
2 pairs boots each at 4/6 per pair; repairing same, 1/6 per pair = 9 + 3 × 5 = ...	3	0	0
2 pairs socks or stockings each at 8d. per pair = 6/8; 2 pairs bootlaces each at ½d. per pair, ...	0	7	1
1 hat or cap yearly for each child at 1/-; underclothing for each, 2/- annually, ...	0	15	0
School requirements, annually, 3/- each, ...	0	15	0
1 dress yearly for wife at £1 10s.; 1 pair boots at 10/-; repairing same, 3/-; 2 pairs stockings at 1/- per pair; 2 pairs bootlaces at 1d. per pair; 1 hat at 5/-; underclothing, whatever kind, 14/6, ...	3	4	8
Bedclothing for 3 beds at £2 each, renewable every 10 years; average annually, ...	0	12	0
2 towels at 1/6 each, ...	0	3	0

That is the estimate for the twelve months.

3303. The CHAIRMAN.—What does it come to?—That comes to £46 0s. 5d. My total pay is £70 4s., and the lodging allowance £5 4s. 0d., and arms and straw and boots allowance £1 15s., making a total of £77 3s. If I deduct the £46 0s. 5d. there is a balance available for purchase of food for an entire year, amounting to £31 2s. 7d., or 12 l. a week, and according to that the individual daily allowance for seven persons is 3d., for which one could only get a ½d. bun and a pint of milk and a herring. In Ballinmena Workhouse the weekly cost of food for each pauper is 4/2½, and they are getting a clothing allowance too.

3304. Mr. HEADLAM.—Where is that?—Ballinmena Workhouse. And there is 9d. a day provided by the Government towards the cost of food for each child in Industrial and Reformatory schools, and that is supplemented by a payment of from 1/- to 2/- by parents and guardians, and if this sum is necessary to maintain a child in one of these places, how am I to maintain my children on an allowance of 3d. a day? I may also say that the allowance per day for the maintenance of a stray dog seized on the road is 6l. I will deal now with the articles of food necessary for providing my family for one month with the very barest necessities of life, and amounting to a total of

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£4 16s. 3½d. I buy the following articles at the prices mentioned:—Bread, £1 2s. 6d.; butter, 9/4; jam, 3/4; flour, 3/8; sugar, 3/4; tea, 5/-; cocoa, 1/8; sweet milk, 15/-; buttermilk, 2/0½; beef, 13/4; potatoes, 6/-; oatmeal, 3/8; bacon, 6/-; vegetables, 1/-; salt, 3d.; pepper, 1d.; baking soda, 1d. As regards the beef, I don't know if I can call it beef at all. It is only a lot of bones to make soup for the children, and you could not call it beef.

3305. Mr. HEADLAM.—How much do you pay for that?—7d. Any man that would want food would not buy it. The total of the above is £4 16s. 3½d. All my allowance for the month is £2 11s. 10d., leaving me, if I have no other means of support save pay, in debt at the end of the month to the amount of £2 4s. 4½d., or at the end of 12 months £26 12s. 11d., and at the end of seven years hence, when I have 25 years' service, £186 10s. 5d.

3306. But are you so much in debt, Constable?—No, I was counting up this outlay if I continued on at the same rate of expenditure. When I have completed 30 years' service, assuming my present rate of expenditure remains unaltered, and allowing for increase of £2 12s. per annum, after 25 to 30 years' service my total liabilities will be £306 15s. What a miserable bleak prospect for an old man starting out on the world!

3307. How long are these prices going on?—For my part, I didn't take any particular note so long as I had money to meet the monthly calls.

3308. How long have you got money?—Oh, my wife has a trifle of money, but it is growing gradually less, and it will soon be all gone. Yet a man is supposed to live respectably, and is liable to be reported if known to be penurious.

3309. When did you begin to notice this straitness of money?—I did not pay any attention as long as I knew I had a trifle. Any time I was short I went to the wife and she gave me whatever I was short. I have an estimate here for a single man's outlay per month.

3310. The CHAIRMAN.—Give us the bulk?—His total expenditure is £4 8s. 2d. a month and his total income £4 18s. 3d., and that leaves him a balance of 10/1d. at the end of the month for the bare necessities of life.

3311. Where is that?—In Ballycastle. He has allowed himself no luxuries, and every item he enumerates I know from experience to be absolutely necessary. We further ask that constables be paid their maximum at 15 years' service. We say that it is a fact thoroughly understood that every man is at his best so far as knowledge of his profession and his ability to discharge satisfactorily the many duties he has to perform are concerned, at that stage of his service. If he is not good then it is unreasonable to expect him to get better after that.

3312. Don't you think we are always improving?—No, sir, unfortunately. I think I am not. We further ask that merit pay be given to constables of 18 years' service and over who have qualified for, but are unable to obtain, promotion, owing to want of vacancies. We cannot urge too strongly the adoption of such a system. Everybody must be aware that a constable of long and faithful service failing to obtain advancement to a higher rank owing to some cause over which he has no control, seeing that he has no encouragement to continue efficient and energetic in the discharge of his various duties, becomes indifferent; he takes no interest in the service and his only policy naturally is to keep out of disciplinary trouble, to take everything easily, and do as little as possible during the remainder of his service. It need hardly be pointed out that such a man is useless as a public servant. We further wish to point out that the grant of merit pay ought not to be regulated by a man's ability in prosecuting offenders to conviction. Rather should it be gauged by his diligence and influence in preventing offences. Our duty consists in not merely prosecuting criminals. We are supposed to adopt every means in our power to induce evil disposed persons to abandon crime and live honest

and respectable lives; and if merit pay be given for prosecutions only, the effect of such a rule might have a tendency to encourage, not to prevent, offences. There are some regrettable instances of that sometimes. We further ask that deduction from men's pay for barrack accommodation be discontinued in the case of married and single men, because the accommodation allotted to married men is in almost all cases very restricted and unsuitable. In nearly every case the lavatory, which is seldom of a very sanitary nature, is used in common with single men, and prisoners of every class must be allowed access to it when necessary. It is a demoralising and repulsive practice that common tramps, filthy and diseased persons, should have access to the portions of the barrack premises frequented by married families and single men, and that the men should not only have to pay rent for such places, but defray the cost of cleaning them, and, more painful still, have themselves to carry out the process of cleaning.

3313. Mr. HEADLAM.—Why is that?—Oh, they are kept in the public interest, and the public should be called upon to contribute to the cleaning of them.

3314. The CHAIRMAN.—Do you say that they ought to clean the premises?—I don't see why the police should be called upon to clean the lock-up after the prisoners.

3315. Mr. HEADLAM.—Do you think that the police ought not be called upon to clean the barrack themselves?—Yes, I think not.

3316. Mr. STARKIE.—Does the barrack servant do any cleaning?—No, sir; in Ballymena she does not do very much. If it is necessary that the barrack should be scrubbed out she employs a woman that she pays herself.

3317. The CHAIRMAN.—And that does not apply to the lock-up?—No, sir. In Ballymena when you go out to the yard you are immediately in the lock-up.

3318. Mr. HEADLAM.—In the Army, the soldiers have to clean the place themselves, and would you establish a difference between the Police and the Army?

3319. Mr. STARKIE.—He is drawing attention to the state of the lock-up after the prisoners?—Yes; drunken prisoners leave the lock-up in a dirty way.

3320. Mr. HEADLAM.—Do you know whether the military police perform it?—I did not go into any Force except ourselves. The lock-up is in every case in close proximity to the dormitories, and the language used by prisoners of a disreputable type outrage the feelings of respectable persons, more especially women, and have also a contaminating influence on the minds of children, and where sickness exists either in a married family or among the single men the inconvenience caused is intensified beyond expression.

3321. Mr. STARKIE.—How can that be avoided?—It is only put forward as showing that the police are penalised already without paying for barrack rent. In compensation for the inconvenience that we put up with we ought not be asked to pay the barrack rent. Again, the single men have no comfort in the accommodation provided. The dayroom in which they clean their clothes and take their meals is open to all classes of society. Special courts are frequently held on prisoners. Lunatics are often detained in this room for hours. Very often drunken prisoners of both sexes and every rank are detained here for long periods of time when the lock-up is insufficient for their detention, which happens very often in Ballymena, and is in consequence often more like a common urinal than a place set apart for the accommodation of respectable persons.

3322. Is there not a courthouse in Ballymena?—Yes.

3323. And why are these special courts held in the barracks?—They are there because it is more convenient in many cases. Otherwise you would have to run all over the town looking for the Petty Sessions Clerk, and where the case is a petty one we do the work ourselves, and it is convenient that way.

3324. The CHAIRMAN.—But do they call it a court?—Is there not something in the regulations preventing

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them from holding courts in this way?—Yes, permanent courts. Seeing, therefore, that the barrack is resorted to so frequently by all classes of society, from the lady and gentleman seeking information or making a report or complaint to the common thief or prostitute, we respectfully submit that the deduction from men's pay for such accommodation be not only discontinued, but that an allowance sufficient to defray the cost of cleaning barracks, providing mats, brushes, etc., be borne by the public, and the men relieved from this obligation. It is a very hard rule which compels a married man, who seldom trespasses past the dayroom or hall of the barrack premises to contribute up to, and in many cases over, £1 annually towards the cost of cleaning premises used so extensively by all classes of society, from the highest to the lowest, while the public in whose interest the establishment is maintained contribute nothing to defray the expense. We also urge that where married men are accommodated in barracks they should be at liberty to retain their whole family in the accommodation provided, where such is adequate, and that the rule compelling men to provide outside accommodation for their girls and boys over 16 and 18 years, respectively, be modified accordingly.

Mr. STARKIE.—These are not the ages.

3325. The CHAIRMAN.—The Inspector-General can approve of a girl up to 18 remaining in barracks.

Witness.—Yes, but the ages specified are 16 for girls and 18 for boys.

3326. The CHAIRMAN.—Will you please go on?—There is no period of a child's life at which he or she is so susceptible to evil influence as at that age, and by forcing them from the strict supervision of their parents they are exposed in many cases to serious temptation. But should it become absolutely necessary from any cause to remove children from barracks the full cost of outside accommodation should be paid. We also ask that all children of men transferred in the public interest be conveyed at public expense, irrespective of children's age. The rule limiting the allowance to children under 15 to be cancelled.

3327. Mr. HEADLAM.—Is there any rule as to that at present?—Yes, where children are over 15 their parents must convey them at their own expense.

3328. And at what age would you put it?—Possibly up to 18. I think that would be a reasonable extension. The present rule operates harshly on senior men who are transferred to a distant station. They cannot well afford the cost of car and train fare, and it would be a great relief in such cases to have their whole family conveyed free. We also urge that separation allowance to married men temporarily absent from their station be paid during the whole period of such absence. It appears to us that when this allowance was sanctioned it was not contemplated that men would be so absent for a longer period than one month. Such a case may very seldom happen, but where it does occur the hardship is keenly felt. We also ask that the rule compelling men going on leave to pay the expense of substitutes be abolished and the expense, where necessarily incurred, be charged to the public. And that charge pay be given to constables in charge of stations, the same as to men of higher rank. It seems when this allowance was authorised it was not anticipated that a man below the rank of acting-sergeant would be at any time in charge, and as such men are as responsible for the discipline of the station and the effectual discharge of all the duties in connection with the district over which they have supervision, as a man in any rank higher, we respectfully submit he is entitled to the same consideration in regard to all allowances. We also ask that fuel and light allowance be increased, so as to cover the whole expense of these items. The allowance now paid may have been reasonably adequate at the time the scale was fixed, but owing to the increased cost of these commodities the present scale is not sufficient to cover much more than about half the actual cost.

3329. The CHAIRMAN.—Do you know that the Inspector-General can increase that allowance?—No, I didn't know it until I came here.

3330. But you must make a case for it. Well, what next?—We say that lodging allowance sufficient to enable a married man to live free in a respectable locality be paid to all constables, and that this allowance be paid after seven years instead of ten, as at present. Now I will give you the average yearly rents paid by married constables in Co. Antrim at the different headquarter stations, and they are as follows:—In Ballymena, £15 8s. 6d.; in Larne, £14 8s. 0d.; in Lisburn, £11 10s. 0d.; in Ballymoney, £10 1s. 6d.; and in Antrim, £11 5s. 0d. In towns and villages outside headquarter stations the average in the district of Ballymena, £9 2s. 0d.; in Larne, £14 8s. 0d.; Lisburn, £11 10s. 0d.; Ballymoney, £15 16s. 4d.; and Antrim, £10 5s. 0d. The average for County Antrim, taking towns and villages—district headquarters and country stations—together is £12 19s. 5d. The average for County Derry at the district headquarter stations of Coleraine, £17 2s. 6d.; Magherafelt, £13 0s. 0d. In towns and villages outside headquarter stations the average is in the district of Coleraine, £17 5s. 0d.; and Magherafelt, £9 15s. 0d. The rent paid at some out-stations exceeds that paid at headquarters. At Portrush, County Antrim, the average is £22 2s. 0d.; and at Portstewart, County Derry, £17 5s. 0d. Then, sir, I have got here the actual rents paid by the police in the district of Coleraine—the head constable £22 10s. 0d.; the sergeant, £17 0s. 0d.; one constable, £14; another £22; another £14; another £18 10s.; another £14; and another £15. That is in the town of Coleraine. In Portstewart there is one man paying £16 10s., and another paying £18; and in Portrush one man pays £16 18s., another pays £23 8s., and another pays £26.

3331. What ranks are these men?—Constables.

3332. Are these three Portrush constables?—Yes.

3333. And does the man that pays £26 make anything extra—perhaps he is allowed to keep lodgers?—I would expect it in the summer months; but in the winter I don't know.

3334. Yes; but it is a very populous place in the summer?—Yes. And we ask that boot allowance and the cost of making up uniform be increased, so as to cover the actual expense; the present allowance being totally inadequate.

3335. Mr. HEADLAM.—How much does it cost?—As I make it myself it is £1 9s. for boots; but I was reckoning on a starvation allowance.

3336. How much does it cost to get a frock?—It cost me 9/6 for this frock, and we are allowed 7/6, and we have to pay postage on it. Sometimes when we are sent to Belfast and wish to go to the tailors we have to go across the city, and perhaps trams will cost us a shilling or so. We also ask that allowance for protracted periods of absence from station be increased to enable men to pay their bills, which is impossible at present rates. We understand that an allowance of 4/6 per night is paid to men while on duty in Dublin and we ask that this amount at least be paid to men in all other parts of the country. We also ask that all men be entitled to retire on completing 25 years' service, anything in the Act of 1908 to the contrary notwithstanding. I may be permitted to state that I am personally acquainted with several constables in Antrim and Derry who will resign if this request is refused. They don't like the idea of being tied down till they are useless old men and unfit for further employment. Besides, every department in which they might hope to obtain employment is shut to them when they attain the age of 50 years, which is the limit under Act of 1908 at which they can retire on pension.

3337. Do you think a man's utility is over when he is fifty years?—No, but when he is only a constable after these 50 years he sees that there is not much more for him, and it is better to retire and see what he can do outside, where his chances would be much brighter.

3338. But he is still able to stay in the service?—Yes, but the majority are not very robust or limber.

3339. And what happens them?—Oh, they get stiff and unable to work. Again, we ask that the pensions

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of men retiring be calculated on pay and allowances, the same as in the case of officers, and on the actual rate of pay they are drawing at the time of retirement, instead of the average of three years as at present. Furthermore that widows' annuities be increased and that women on becoming widows after their husbands' retirement from the service be granted pensions regardless of the date of widowhood. Man's mind is hardly capable of conceiving a case more pitiable than that of a poor woman in such circumstances. She may end her days in the workhouse and be buried in a pauper's grave, leaving to the mercy of an unsympathetic world a family of poverty-stricken, unprovided for, uneducated children, who live lives of misery, surrounded with all the elements of evil and squalor, and bearing all the traces of privation, hunger, and thirst, consequent on the misery surrounding the circumstances of their birth.

3340. That is the case of a pensioner's widow?—Yes, sir. We also request that some allowance be paid us for our trouble in collecting and compiling agricultural statistics.

3341. Are you excused from police duty when you do that?—Yes, when we are out in the country collecting information; but when we have done that we have to turn out again and do something else like a patrol.

3342. The CHAIRMAN.—And you do fill the forms as best you can?—Yes. I have it written out. At present we receive only 1/- for eight hours' absence while travelling through the country collecting this information, and as the clerical work in the subsequent compilation of these statistics involves an enormous amount of labour, we think it only fair we should be compensated in some way for our trouble, as collecting information outside is but the bare skeleton of the duty cast on us in connection with these returns. When we return to our station we have to sit for several hours making abstracts, and, while it may appear that we are only about eight hours daily engaged at this work, we are, as a matter of fact, twelve and fourteen. The same applies in the case of Census returns, and the collecting annually information required by the War Office regarding horses for military purposes. It was mentioned by some of the witnesses that sergeants who are Inspectors of Weights and Measures are also Inspectors under the Food and Drugs Acts, and for this they claim some remuneration. But, lest it may be imagined that sergeants only are employed on this duty, and that if an allowance be made, it might be payable in their case only, and lest the same mistake would occur which followed the recommendations of the 1901 Commission, regarding charge pay to sergeants in charge of stations, I wish to point out that in many cases constables are appointed to enforce these Acts. And where they are so appointed, I respectfully request, on behalf of my comrades, that they be granted the same recompense for their trouble in connection with this duty as if they were sergeants. It would be most unfair to grant an allowance to one class of men for the performance of a particular duty, and deny another class any reward for the same work. We also ask that the present system of promotion be abolished, and all men advanced according to seniority, provided they qualify at an examination which ought to be pretty stiff—something between the present qualifying standard and the competitive or "P" system. This would have the effect of keeping up a good average degree of intelligence in the rank of sergeant. The examination might be conducted annually by a superior officer at some convenient centre for each province or county. We suggest that the lists of men qualifying should be kept at headquarters, and that no man be passed over, if possible, except through his own default, arising from misconduct or neglect of duty, when his name should be wiped out forthwith, and this fact notified to the man immediately. This would give the men more confidence, as local prejudices and influences could not then operate to the detriment of hardworking, respectable and intelligent constables. The absolute necessity for such a system is imperative, seeing the grave injustice perpetrated on many respectable men in some counties. There is a general system at present in operation with regard to men qualifying under the "P" system. From con-

stable to acting-sergeant, from acting-sergeant to sergeant, from sergeant to head constable, the same system operates among officers, and nobody seems aggrieved by its application, and there is no reason to suspect that the same general system would not work satisfactorily throughout the whole establishment. We also ask that all claims for favourable records be made out by the man concerned, and submitted in the official manner to headquarters without question or comment, except so far as may be absolutely necessary to establish the validity of the claim. The merits of the case might be decided by the Inspector-General, and where the decision is averse to the man's demand, the positive cause of such decision should be notified to him, and the whole file transmitted for his information. There is hardly a feature of police administration regarding which such widespread discontent prevails. Some men get favourable, others unfavourable records for almost nothing, while more can never get a single mark of approbation for anything. And where duty requiring special recognition is performed by any man he should be paid a small monetary reward at the time, and his claim to further preference end. These records are earned merely as a circumstance of chance. A man may earn a record by happening to be in a certain place at a certain time, and the necessity for official interference arising, he, of course, is bound to act. If he happens to be a favourite with the man in charge of the station, or with the District Inspector, he gets a record, which, according to present conditions, secures him preference over better men in the matter of promotion. If he is not a favourite he might as reasonably attempt to fly in mid-air as hope for a mark of favour, so that his whole prospect in the Force is regulated by mere chance, in performing a duty which might have been far more satisfactorily executed by any other man had the circumstances as to time and place been reversed. I am requested by my comrades to impress on this committee the pressing necessity of effecting some change in the class of recruits now admitted to the Force. There is, perhaps, no part of the country where the need for reform of this nature is so keenly felt as in the Northern counties. In former times we could boast of possessing men who, in the darkest and most trying periods of our country's history, discharged their many duties with perfect impartiality, but they were not then actuated by any feeling of religious bigotry or political animosity. They worked side by side in harmony, faithfully discharging to the public their oathbound obligations. No feeling of sectarian bitterness existed amongst the men in former times, but, with the altered system, with the admission to the Force of men whose early life was clouded by the meanest, most demoralizing and bigoted influences, the Force in some counties has, to a great extent, become a corrupt body of bitter partisans; class is opposed to class, and creed to creed in the same barracks. Perhaps the low standard required to qualify a candidate is accountable, to a great extent, for this unhappy change.

3343. Mr. HEADLAM.—What is this altered system?—It is the system of taking recruits of lower standard into the Force. In some Northern counties no man of late years seeks admission to the service except those who are little, if anything, better than the common tinker, the chimney sweep, or corner-boy. They are themselves, and so are their fathers, brothers, and relations, either rabid Orangemen or low-classed Ribbonmen; call them Molly Maguires, or whatever else you wish, it matters not, the terrible fact that they are totally unfit to be admitted to the service remains unaltered. In some barracks in Antrim and Derry the most melancholy exhibition of sectarian bitterness prevails, and the promoters and participators in this unseemly conduct are the men admitted in recent years to the ranks of the service. The sergeants' influence to restrain them seems in many cases unavailing. If he threatens to report one of these characters for such unseemly conduct, his own position is made intolerable. The theory that he is a tyrannical bully is disseminated broadcast, and the associates of his subordinates plan, and sometimes succeed in effecting his ruin, so that he, very often, considering his own prospects, deems it wiser to permit irregularities inside than come into conflict with violent partisan leaders outside. With the present unsettled political state of

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Constable THOMAS HEALY examined.

[Continued.]

the Northern counties, the danger arising from the admission to and retention in the service of such men is pre-eminently manifest. They are a danger to the peace of the locality and a menace to their older comrades, whose efforts to maintain peace, order and tranquillity, fellowship and good feeling among all classes of the general public, they very often frustrate. It is, sir, absolutely impossible, utterly opposed to the dictates of reason and experience, to expect an ignorant man, brought up in an unhealthy and immoral atmosphere, trained from infancy to the tune of "To hell with King William," or "God perish the Pope," a few months only having elapsed since he threw off the Ribbonman's sash, or laid down the Orange drum, to discharge, in times of political excitement or sectarian bitterness, his duty without fear, favour or affection, malice or ill-will. I am fully acquainted with a man of this class, who, on the occasion of a party demonstration last year, almost cried because, by being placed on duty as barrack orderly, he was, as he himself declared, deprived for the first time of the privilege of marching with the procession. By what form of human reasoning can such a man be relied on to discharge his duty fearlessly, without favour or affection, or to co-operate with his comrades in the suppression of disorder arising from sectarian causes? We think that no man who identifies himself with any political or secret organisation ought to be accepted as a candidate for the Force. Therefore, what I suggest, and what I am authorized by the vast majority of my experienced comrades to suggest, is, that if it be absolutely necessary (which, God forbid, it may be) for the purpose of keeping up the strength of the Establishment to admit such men that they, if belonging to the North, be not allocated to Northern counties, and that those of this class who are already so allocated be transferred, as soon as may be reasonably convenient, to some other part of Ireland. I make this appeal, sir, on behalf of my comrades as well for the sake of discipline and the reputation of the Force as in the interest and well-being of the general public, whose friends and protectors we are supposed to be. It is painful to us, sir, as the older members of this Establishment, who remember and have learned the glories of our history in the past, we who have been praised by Royalty, who have been applauded by statesmen of our own and foreign countries, we whom the world have admired for our faithful and fearless discharge of our oath-bound obligations, to be brought, for the sake of any consideration, to such a regrettably low level as the enforced companionship of such men entails. And it must be doubly painful to the Inspector-General, who, but a few short years ago, could

justly boast of commanding the finest body of men in the world, to find himself to-day at the head of a Force composed in great part of a low and disreputable rabble.

3344. The CHAIRMAN.—I think I can speak for my colleagues when I say that we rather regret that you entered so largely into these matters. You may have felt under an obligation to do so, and I daresay you didn't act so without a good deal of consideration. But what you said was a great reflection upon the discipline of the Force, and upon those on whom the duty devolves of recruiting the Force. I merely wish, as that statement of yours goes upon the notes, to express regret that you have considered yourself under any necessity to make it, and also to express the hope that the observations which were made do not apply to any large percentage of the Force, which all Irishmen still regard with respect and entire trust.

Witness.—I am aware of that.

3345. The CHAIRMAN.—I only wish that to go on the notes.

Witness.—I was quite conscious of the responsibility I incurred in putting that statement. It but deals with a subject that has been much talked of generally. I am positive that it doesn't mean that there was any large section of the Force affected by it. But if the men's pay be not increased so as to offer an inducement to a better class of young men to join the Force the inevitable result will be that the observations I have made will eventually apply to a very large percentage, a circumstance which every Irishman will regard with feelings of regret and shame.

3346. The CHAIRMAN.—Your observations are very sweeping, as you may have observed. Anything reflecting upon the respectability and discipline of the Force should be duly considered before being stated. I make no further observations.

Witness.—We also ask that the rule compelling men to remain single for seven years after joining the Force be abolished, and the section of the Act imposing this restriction be repealed accordingly, and we ask that the matter be left to the men's own discretion as to the time of marrying, subject, however, to the approval of his authorities regarding the character of the woman chosen as partner. If this were done, it is hardly conceivable that young men would rush headlong into improvident marriages. Their judgment and sense of responsibility would operate in the opposite direction. We further, and with every confidence, appeal on behalf of the men who have already married without leave, that the penalty attaching to them should cease to have effect. That's the whole lot, sir.

The Committee adjourned.

SEVENTH DAY.—THURSDAY, MARCH 5TH, 1914.

At No. 5, Upper Castle Yard, Dublin.

Present:—The Right Hon. Sir DAVID HARREL, K.C.B., K.C.V.O., I.S.O. (Chairman); Mr. MAURICE F. HEADLAM, Treasury Remembrancer; Mr. ROBERT F. STARKIE, R.M.; and

Mr. JOSEPH BRENNAN, *Secretary*.

Acting-Sergeant JAMES GRADY examined.

3347. The CHAIRMAN.—What is your Christian name?—James.

3348. You are an acting-sergeant?—Yes.

3349. Stationed where?—At Manor Street, Waterford.

3350. What is your service?—Eighteen years and eight months. I have been an acting-sergeant one year and seven months.

3351. Then you got your stripes as acting-sergeant after a little over seventeen years?—Seventeen years and a few months.

3352. How long have you been in Waterford?—I have been in it altogether something over twelve years. Before that I served in Mayo and Cavan.

3353. What persons do you represent here?—The

sergeants and acting-sergeants of the Province of Munster, in conjunction with Sergeant O'Donnell, who was examined here on the 25th February.

3354. He came from Cappamore, Limerick?—Yes.

3355. You were present when he was examined?—Yes, sir.

3356. Now, I don't want to limit you in any way, but will you kindly bear in mind that he represented the same people that you do?—Yes, and as part of the evidence with regard to pay is the same, I need not give it, and, of course, he gave sketches showing the increase in the cost of living, just similar to what I could give, so that I don't think it will be necessary for me to go into these details.

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Acting-Sergeant JAMES GRADY examined.

[Continued.]

3357. The CHAIRMAN.—That is a matter for yourself. We don't want evidence that is mere repetition.

Witness.—Well, that would be mere repetition, but I have a short list here showing the increase in the cost of eleven articles of food since the year I joined the service up to the present time.

3358. The CHAIRMAN.—Would you let us have that?—Yes.

3359. Mr. HEADLAM.—Where did you get these figures from?—In County Waterford I collected them from the sergeants in the stations, and they got them from their own experience and from the shopkeepers.

3360. And are they the average figures?—Yes.

3361. You have not got the exact figures in any particular case?—No, sir; they are from all localities and different towns. They are as follows:—Beef and mutton in 1895 was 6d. per lb., in 1914 it is 10d.; bacon in 1895 was 6d. per lb., now 1/2.

3362. Mr. HEADLAM.—Is that Irish bacon?—Yes, sir. Butter in 1895 was 10d. per lb., it is now 1/4; soap in 1895 was 2d., now 3d.; potatoes in 1895 were 3½d. per stone, now 8d.; eggs in 1895 were 8d. per dozen, now 1/4; milk in 1895 was 2d. per quart, now 3d.; bread per 2½lb. loaf in 1895 was 2½d., now 3½d.; oil per gallon in 1895 was 7d., now 10d.; boots (highlows) in 1895 were 13/10 per pair; they are now 18/6.

3363. The CHAIRMAN.—Were these locally-made boots, or were they boots—Tyler's or others—made in shops?—I dare say they were locally-made boots. I have a pair on me now that I got at Tyler's, and they cost me 16/6, and, of course, a pair that I would get made locally would be better. The boots I am wearing would be no good in the country, and on beat duty you would want a better class of boot, otherwise a man would be limping with corns. Coal in 1895 cost 16/- a ton, in '97 it cost 18/- a ton, in 1904 it was £1 2s. 0d., and in 1914 it is £1 10s. 0d. That is out through the country; of course it would not be that in a seaport town, or a place where they would have a cheap mode of conveyance.

3364. Did the Dublin strike affect the prices in Waterford?—Not a bit, sir. The different strikes that have been all over England did affect the prices, and, in consequence of these strikes, the labourers got increases in their wages, and then the prices went up, and they will remain up. But in 1901, the time of the Boer War, coal was very dear in Waterford, but that was only for a short period. Well, of course, I had another list here prepared, but it was something similar to what Sergeant O'Donnell gave as regards the differences between 1901 and 1914.

3365. Mr. HEADLAM.—The former list was a comparison between what years?—1895 and 1914. The cost of labour has gone up, and there are a number of co-operative stores and creameries spread about the country, where farmers can get their full market value for their produce, and houses and taxes have also increased.

3366. The CHAIRMAN.—Give us illustrations of the house rents also going up?—I think Sergeant O'Donnell gave some of them, but I can give you some from my own experience.

3367. Give us them?—I was transferred out of Waterford City last October twelve years, and when I came back again last year I could not get a house, and I was paying 6/- a week for two rooms for two months. I knew the house agents, because I had been in the city for many years, and they were all looking out for a snitable house for me that would be fairly convenient to the barrack. After about two months I got a house, and the rent, which, before I took it, was 5/- a week, the party that lived in it having been there for about thirty years, is now 6/6 a week—that is an increase of about 30 per cent.

3368. What family have you?—Four children, and it is rather an old-fashioned house with no yard to it.

3369. Do you know of any other case?—I know the cases of other men—the incoming tenant has the rent increased upon him at the very lowest by sixpence a week, and in many cases by 1/- or 1/6 a week.

3370. What station were you transferred to in the country?—Butlerstown.

3371. Had you a house there?—I was in charge there.

3372. And you didn't live out?—No, sir.

3373. You had accommodation there?—Yes, a kind of accommodation.

3374. Do you know of your own knowledge what is paid by other men in Waterford or elsewhere?—Yes, the majority in Waterford pay 5/-, more pay 5/6, and some 6/6, and one pays 7/6.

3375. Are they sergeants or constables, and what is the 7/6 man?—He is a constable.

3376. And outside?—The rents vary very much, for instance, in Nenagh, the cases that Mr. Price gave, and the cases that Sergeant O'Donnell gave, and other places, but in Dungarvan it is something like 4/6 or 5/-, and in nearly every small town it is about the same. There may be some isolated cases, and I know one case where a man has a house for twenty-five years, and he was transferred some time ago, but he didn't bring his family. He is only paying 2/6, but if that man was going into it now he would pay 3/6.

3377. And now, what is the next point?—The sergeants desire me to say that they have the most responsible position, as already acknowledged at previous Commissions. In fact, he is the mainstay of the service, and still his minimum pay is only 2/- per week more than a constable, and his maximum 4/- per week, which is not sufficient remuneration for the additional work performed. You might say he has charge allowance, but only about half the sergeants derive any benefit from charge allowance. When an outrage occurs in his sub-district, he has no one to advise him. It is not so with a head constable. He has also to keep books and records of station, and is responsible for the peace, etc., of his sub-district, also the conduct of men stationed under him. In fact, he is the hardest worked man in the service, and should be better paid. He has not sufficient remuneration for his services. The sergeants consider they should be better paid, and that too great a difference is between them and head constables, whose maximum pay per week is £2 2s., and that of a sergeant is only 32/- per week, twice the difference between a head constable and sergeant and that of sergeant and constable. In the D.M.P. the difference between maximum pay of a constable and that of a sergeant is 10/- per week; minimum difference, 11/- per week. In almost all the English Police Forces the difference in pay of constables and that of sergeants is much more than in Ireland. It is also desired that senior sergeants should get good conduct pay.

3378. Mr. HEADLAM.—What amount of good conduct pay would you suggest, and at what period should the sergeant get it?—I would say that an efficient sergeant who would have given satisfaction to his authorities for eight or ten years should get at least 1/- a week additional at the end of that time, and then after three or four years more an additional 1/- a week.

3379. An additional 1/- after eight years, and another after twelve years?—Yes. I know some very intelligent sergeants that have been in charge of stations for 14 years or more, and they are what are called disappointed "P" men, and these should get that good conduct pay. They had to wait on for 16 or 17 years for the seniority list, according to their cases, and it is very hard for them to be drawing their pay for fourteen years without any increase in their salary.

3380. The CHAIRMAN.—You say they passed the "P" List?—Yes.

3381. I presume they possessed the literary qualification?—Yes, and the legal qualification.

3382. Were they fourteen years sergeants then?—No, not all that time; but their entire service in the rank would be about seventeen years, and they were, of course, two and a half years as acting-sergeants, which is the same as a sergeant as far as taking charge of a station is concerned. The acting-sergeant is known as a cheap kind of sergeant.

3383. I don't quite understand about the disappointed man in the "P" List—if he failed to get his promotion to sergeant by passing in the "P" List, then he took up the position by being promoted in the ordinary way by seniority?—First he became a sergeant in the "P" List—

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Acting-Sergeant JAMES GRADY examined.

[Continued.]

3384. And then at a certain period he could go up, as he was in a favourable position to compete for head constable?—Yes.

3385. And he failed?—Yes.

3386. Then he would only occupy the position of going for the head constableness on the Seniority List? Yes.

3387. And when he was fourteen years a sergeant he didn't go on even after that?—He goes on, and he is called up when it comes to his turn on the seniority list, having failed to secure a place by competition.

3388. Was he ever called up?—Not yet.

3389. But he has the prospect of being called?—Yes, but it is a long time to keep a man—seventeen years in the rank before being promoted.

3390. I only wanted you to explain. I took it from what you said about the disappointed "P" man that the disappointment only came from the fact that he didn't succeed in the head constable examination. Well, what next?—I have a letter here showing the increase in the cost of furniture and bedding and other things in these years. It is taken from the "R. I. Constabulary Gazette" of February 7th, 1914, and it is in reference to a catalogue, and after sending out the catalogue they found they could not sell it at the price. It runs as follows:—Memo. from H. Weiner and Co., General House Furnishers, 33 Talbot Street, Dublin. Dear Sir.—We regret to inform you that owing to the enormous advance in the price of raw materials and labour, all manufacturers have advanced their prices of their goods from 20 per cent to 30 per cent. We have been selling our goods at prices marked in catalogue for the last six months at a considerable loss to ourselves, and we are now reluctantly compelled to advance all prices therein, as follows, until the issue of our new furniture guide, 12½ per cent. or 2/6 in the £ on all furniture, 25 per cent. or 5/- in the £ on bedsteads and bedding. As we have already distributed some thousands of our catalogues previous to the above advance, customers will kindly note (when ordering) that the advance applies in all cases. Soliciting the favour of your esteemed comrades' orders, and thanking you in advance.—H. Weiner & Co. With regard to pensioners, you have already been told that it is very difficult for them to get employment. In respect to that I will read a few things that I took from the papers. There was an election for assistant gate porter at the North Dublin Union, and the advertisement stated that the salary would be £1 per week and suit of livery annually, but that pensioners were not eligible.

3391. Mr. STARKIE.—That does not refer specially to Constabulary pensioners?—Yes, as long as he served under the Government it didn't matter. He was disqualified. Then there was a resolution passed by the Waterford Corporation in 1910, which unanimously declared that no Corporation houses were to be rented to policemen, ex-policemen, or military pensioners.

3392. Mr. HEADLAM.—Does the Waterford Corporation get a grant from the State towards the building of these houses?—Oh, yes, sir. Here is another. It appeared in the "Waterford Star" in July, 1900, and it is headed, "Police Pensioners and Vacant Posts." It says:—"Our spirited contemporary, the 'Irish People,' has the following in its current issue: 'Not satisfied with trying to fill every available post from bailiff to school attendance officer, or night watchman, gate-keeper, the Irish Guards and Policeman imagine that they were born, not made, for every nice little job that turns up in Waterford, Cork, Kilkenny, Clonmel, Dublin, and Carrick. The feeling of prejudice is slightly dying out, but why should the public men of Waterford, etc., vote away positions to ex-police who, in many instances, are provided for. We hope not. The policeman who has done his share in the noble work of spying, evicting, and batoning in Ireland should be made seek other fields when he retires.' " That shows the feeling against them. Another illustration is what took place in reference to the election of summons server in Waterford, for which a sergeant applied. He canvassed twelve city magistrates: six of them promised him votes and their influence. The other six made no promise to any person, but said they would remember him. A few days before the election took place, the "Waterford Star" made violent

attacks on policemen and pensioners, advising the public to give them no situation, but let the Government whom they served look after them. The result was that not one of the magistrates kept their promise, through fear, no doubt, of public opinion. The position was unanimously given to a candidate whom the "Star" supported, and who was a feeble old man of dissipated habits, and he died soon afterwards. He was a lounge, knocking around the corners, and doing nothing. As regards recruits, I don't wonder that they are not coming forward, seeing that pensioners, after serving 25 or 30 years, finish up their lives in poverty; consequently, no respectable young man who can afford to go away to the Colonies, or the States, would think of joining or remaining in the R.I.C.

3393. Mr. HEADLAM.—Do you think they look forward to the time when they get a pension when they are joining the Constabulary?—No, I don't. I didn't do it myself. When I joined there were some pensioners in the locality where I lived, and they held respectable positions and were respected by the people in the district. Some of them had shops, and they had a good pension, and living was cheaper than it is now; and in any case when parents see now the kind of positions that pensioners go for nowadays, there is no inducement to make them send their boys into the service.

3394. At the time you mention was there this prejudice against the police?—Yes, a little, but it has grown worse.

3395. Do you know any other positions in Ireland where persons get as good pensions as the police after 30 years?—I do not. I have not looked up the matter.

3396. You know that the Civil Servants have to serve 40 years?—Yes, but they have good pay, and they make provision for their families while they are in the service, and they can make plenty of money and lay it by.

3397. Do you think that the school teachers can do that?—Yes; I am certain of it. I have a sister and cousins teaching, and I know what they do.

3398. They can make provision as well as the pension?—Yes, and another thing—a man can't tell whether he will ever draw a pension or not, and look at the predicament that his family is in then! I have here a statement showing what is done in the case of prison warders, and when one of them dies after five years' service, a lump sum is given to his heirs equal to one year's salary and allowances.

3399. After five years?—Yes; it is given as five years here. Several young men who joined the service in recent years have done so for the purpose of getting a training and knowledge of police work. They endeavour to get some money from friends, or save a few pounds which would enable them to get away to join other Police Forces. The training and discipline which they get in the R.I.C. fit them for almost any position in after life. It is a well-known fact their services are welcomed by every Police Force, as the R.I.C. Depot is a training ground for Colonial and other Police Forces. It was always considered the finest and best Police Force in the world. I fear the increase now demanded will not be sufficient inducement to enlist recruits, as the tendency is to go where they will get better terms and encouragement for their services.

3400. In Ireland?—No, in America and Australia and everywhere. An Irishman doesn't mind where he goes. I have heard it asked here on a few occasions was it pay as much as discipline that kept men from joining? I can tell you that the discipline is not so severe, and it never causes men to resign. More money and better terms we all want. Recruits, when coming forward, are in complete ignorance of discipline, and, therefore, it cannot be said that they do not wish to join in consequence of it. I don't think that discipline has anything to do with it.

3401. And you don't think that they are frightened at the idea of a hard life?—No, not so much. When they see a policeman going around smart and clean they think he is a fine fellow, but they will soon find out. Then there is the matter of promotion, and the sergeants wish that all promotions to the rank of District Inspector should be made from the ranks. If I don't mistake Lord Monck's Commission recommended that all promotions should

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Acting-Sergeant JAMES GRADY examined.

[Continued.]

be made from the ranks. They also desire that the age limit for head constables for promotion to District Inspector should be abolished. In support of this, I mention a case where a District Inspector was recently promoted to the rank of County Inspector at 58 or 59 years of age, and also a District Inspector of about the same age was promoted a few years ago to be Resident Magistrate. Both gentlemen joined the Force as constables. We say that there should be but one list for the promotion of head constable to the rank of District Inspector, viz., seniority, and that all the vacancies be given to them. In this way a saving would be effected by the promotion of head constables, and promotion in the other ranks would be accelerated.

3402. The CHAIRMAN.—The ages are 45 and 48?—Yes.

3403. And do you propose that there should be no limitations. Some witnesses have suggested that it should be 50 years for both, but you say there should be no limit?—Well, in some cases it might come over fifty. Some men are practically young men at fifty, and just in the prime of life, and others, of course, are worn out long before that. They also say that there should be but one list for promotion on seniority, the same to be kept at headquarters, from which men would be promoted to the rank of head constable. At present there are four lists, and half the number should suffice, and promotion would be more rapid. By promoting the head constable a saving would be effected to the public, because when a head constable retires he would be entitled to his pension and he would go away, and another head constable would be appointed in his place. If that head constable, instead of retiring, got promotion, he would stay on, and it would not cost the State so much to keep him as to allow him to retire and appoint a cadet officer to the rank of District Inspector.

3404. Mr. HEADLAM.—You think there should be one list for promotion from constable to sergeant all over the country?—I think there should be one general list. It would be fairer, and I believe myself there would not be so much discontent as there is now as to the way in which promotion is made. At present it is a Chinese puzzle to find out how promotion is made. There is what is called the Seniority List, which includes only disappointed "P" sergeants, who took promotion at very short service, but were unsuccessful afterwards when they competed for the rank of head constables. The County Inspectors' clerks were referred to in evidence, and I would say that there are too many lists. I would suggest two instead of the four lists at present. County Inspectors' clerks to be included in the second list. The sergeant who is a County Inspector's clerk should be granted good service pay, because he has very onerous duties. He is responsible for many things, and he has oftentimes fifteen hours' work out of the twenty-four. His duty is heavy, and he is practically confined.

3405. Mr. STARKIE.—And he has no opportunity of getting favourable records, I presume?—No, not the slightest, unless he gets a chance, while passing along the street, of getting a second-class courageous record. By the present system a sergeant who is only two years in the ranks can compete for the rank of head constable, and, if successful, he blocks the way so rapid as it used to be. It is considered unfair to allow them to compete at such short service.

3406. Mr. HEADLAM.—I want to ask you this: Supposing you had gone into any other profession in Ireland, would you have done better than you have done as sergeant?—Yes, I daresay I would. If I conducted myself in any other profession I would be better off to-day.

3407. What sort of profession?—Any sort of profession, but for myself, I say, of course, I would not stay in Ireland.

3408. But I was asking about Ireland?—Well, in fact, I was anxious to leave the country, but my parents didn't want me to go. I had some pocket money, and when I came up to Dublin I was intending to go away and not join the Force at all, and I may say that if I had acted on that at the time I would be better off.

3409. Do you know that a large proportion of the teachers don't get above the third class?—Well, that is

their own fault, and a large proportion of the constables never get further than constable.

3410. What proportion of constables get promoted?—Not much more than a third.

3411. Not much more than how much?—About a third. At one time nearly every man that would retire was either a sergeant or a head constable.

3412. And what is the cause of the change?—The competitive system.

3413. The "P" system?—Yes. It didn't tell properly until within the last few years.

3414. Do you know the proportion of men promoted from the "P" List?—It is about a third.

3415. The CHAIRMAN.—It is 15 per cent.

Witness.—The average man of good education joining the Force would be a good policeman without knowing the names of all the gulfs and capes and geography and so on, that would never come into his business as a policeman. He would be as good a policeman as the man that would qualify for the "P" List.

3416. Mr. HEADLAM.—And you think that the "P" List has checked promotion to a considerable extent?—Yes, certainly. If all the promotions to the higher rank were made from the Seniority List, it would mean accelerated promotion. I understand that even the Resident Magistrates are paid from the Constabulary Vote.

3417. Mr. STARKIE.—They are not paid from the Constabulary Vote. They are paid from the County Court Officer's Vote.

Witness.—If they were paid from the Constabulary Vote, I don't see how the promotion to them should not be from the Constabulary. With regard to fuel and light and subsistence allowances, they have been placed before you, and it is not necessary for me to say anything with regard to them, because I approve of what the others have said. With regard to pensions to widows, if possible an increase should be given, because £10 a year is very little for a widow, and the age limit for the children should be extended—that is, from 16 to 18 eighteen years.

3418. Mr. HEADLAM.—Why do you say that? Can't they get employment at 16 nowadays?—My experience of policemen's children is that they are not as strong as they were. I suppose it is because they are not so well fed.

3419. You know that prices were about the same in 1883, and the Constabulary pay was less, and so that the children should be stronger now than in 1883?—I don't think so. I didn't go back to 1883.

3420. Well, you can take it from me that the prices of commodities were about the same as now, and, in fact, in some cases more.

Witness.—That may have been for a short period.

3421. And the present prices may be for a short period?—Oh, no, the tendency is to go up higher. We also say that the lodging allowance should be increased, and that the married sergeants and head constables who are accommodated in barracks, and whose children have to live out, according to the regulations—we think it is a greater hardship, as that is the time when they should be most carefully looked after. We think a lodging allowance should be granted to them, or they should get permission to keep their children in the barracks. I have also been asked to impress upon you the urgent necessity there is for speedy legislation, and to give effect to your recommendations from the date of the sitting of the Commission, and not to delay it for seven years, the same as the recommendations of previous Commission. Some men lost about £18 4s. in pay in consequence of the 1901 recommendations not being given effect to till 1908, and they consider it should be given to them now as a small bonus to tide them over their present deplorable condition. Therefore, we appeal to you, gentlemen, to recommend that it be given to all who are entitled to it. As regards married men taking in lodgers, and the granting of permission to do so by the Inspector-General after application is made, in most cases that permission is granted, but there are very few applications made, because it is not desirable in the first place, and in the second, owing to the conditions, he could not compete with civilians in doing so.

3422. The CHAIRMAN.—What are the conditions?—They are as follow:—“Conditions on which Wives of

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Acting-Sergeant JAMES GRADY examined.

[Continued.]

Members of the Force will be permitted to keep Lodgers—(1) The rooms are to be suitable and in excess of those necessary for the proper accommodation of the man and his family. (2) The lodgers taken in are to be of a respectable class, reasonably permanent, and not merely casual visitors, who would be constantly changing. (3) Every letting of rooms is to be subject to notice to quit of not longer than seven days. (4) No member of the Force will be permitted to let lodgings to or take lodgings from a subordinate. (5) No portion of the time of members of the Force is to be devoted to attendance upon lodgers. (6) Houses are not to be taken with the object of letting rooms. The rooms let to lodgers are to be *bona fide* spare apartments in the house occupied by the married family which lets them. (7) Proper supervision is to be kept over such houses by the District Inspector, or the head constable, or sergeant in charge of station, as the case may be, who will report to headquarters any abuse of the privileges granted. The District Inspector should certify in his monthly inspection minute at each station that he has satisfied himself that the regulations with regard to the letting of rooms are fully complied with. (8) When permission has been granted to keep lodgers, the member of the Force receiving such indulgence will at once submit the name of each lodger, giving in addition the following particulars:—(a) native place;

(b) whether the character and antecedents are known to be unexceptionable. The District Inspector will submit these particulars to the County Inspector, and will certify that he has made due inquiry, and is satisfied that the information is accurate. A similar course is to be adopted in case of each change of lodgers." Well, sir, it is my experience of the police that they take in no persons unless they are respectable, and you see the terms under which the permission is granted. Moreover, the houses are so small that they scarcely afford accommodation for their own family. I have just one word more to say, gentlemen, and that is to express my sincere thanks, on behalf of the members of the Force whom I represent, for the manner in which you have conducted this inquiry, and the kindness which you have shown to the witnesses. I can say on their behalf that we have entire confidence in the members of the Commission, and trust they will deal fairly with us. I have also to thank the Inspector-General and officers of the Force who have given evidence before this Commission for their kindness and consideration.

3423. Mr. HEADLAM.—Just one point—I find that of the men who entered the service 21 years ago, two-thirds have been promoted. You said the proportion was 1 in 3.

Witness.—I thought it was about that.

Constable JAMES MCGARRY examined.

3424. The CHAIRMAN.—What is your Christian name?—James.

3425. And what is your station?—Kilkenny City.

3426. How long have you been stationed in Kilkenny?—About six years and three months.

3427. How long have you been in the service?—18 years and eight months.

3428. What counties have you served in?—In Roscommon and Belfast City and Kilkenny.

3429. Are you a married man?—Yes, sir.

3430. What family?—Five.

3431. Are you living in barracks?—No, sir, I am living out in lodgings.

3432. What do you pay for your rent?—Four shillings a week.

3433. What family have you?—Five. I should say that I got the house that had been occupied by another policeman, as he was leaving it. I knew the agent of the house personally, and the landlord told him to increase the rent to 5/- a week when the other policeman was leaving, and he was going to increase it. But I told him that he could tell the landlord that a policeman was still living in it, and he did. In that way the rent was not increased.

3434. There was no prejudice against the Force on that occasion?—No. The house is very small. The kitchen is only 8 feet by 6 feet; the parlour is 10 feet by 7 feet; one room is 8 feet 2 inches by 6 feet, and another room is 8 feet 10 inches by 10 feet. I should also say that the partitions in it are made of boards, so that in fact it is only one shell.

3435. You have no garden, I suppose?—No, sir, I have not.

3436. Well now you have come here to represent the views of certain members of the Force?—Yes, the constables of Kilkenny and Wexford.

3437. And will you tell us in your own way what you wish to convey as their views?—Yes, sir. We request an increase of pay proportionate to the increased cost of living brought about by the rise in the price paid for food stuffs and other necessities of life. That such a rise has taken place there is no doubt, and the Board of Trade report for the United Kingdom issued last August exemplifies with striking clearness what this means to the average working man. It shows that a man must pay 25/- now for what he could buy for £1 in 1905. Nor is this all. The report shows that food prices have advanced by 25 per cent. since 1896, and that since 1905—the last year when similar statistics were obtained—the average increase has been 13½ per cent. all round. I

have a number of articles here taken from the Board of Trade return showing that the average increase has been 13½ per cent. all round. The increases have been:—

Beef, ...	...	9.5 per cent. increase
Mutton, ...	...	6.1 per cent. "
Pork, ...	...	12.6 per cent. "
Tea, ...	...	3.8 per cent. decrease
Sugar, ...	...	.2 per cent. "
Bacon, ...	...	32.1 per cent. increase
Eggs, ...	...	13.6 per cent. "
Cheese, ...	...	18.8 per cent. "
Butter, ...	...	9.9 per cent. "
Potatoes, ...	...	46.1 per cent. "
Flour, ...	...	15.1 per cent. "
Bread, ...	...	15.3 per cent. "
Milk, ...	...	9.4 per cent. "
Coal, ...	...	22.5 per cent. "
Total percentage,		13.7 increase.

You will notice, gentlemen, that the price of every article, except tea and sugar, has substantially increased. When I joined the Force I could get as much for £1 as I can get for 27 8½ now.

3438. The CHAIRMAN.—How is that calculated?—Upon the Board of Trade returns. The same report shows that clothing and boots have also increased in price. Having dealt with the case generally, I will now furnish personal particulars of Kilkenny and Wexford, and you will see that it is much dearer than the Board of Trade report. I have lists from Kilkenny and Gorey and Enniscorthy, and if you wish I will read any of them.

3439. Mr. HEADLAM.—Give us Gorey, please?—Yes. These figures are for the ten years 1903 to 1913. In 1903 coal was 25/- a ton; in 1913 it was 30/- a ton; bread, 2lb. loaf, in 1903 was 3d.; it was 3½d. in 1913; flour, per stone, 2/-, increased to 2/4; oatmeal, per stone, 1/6, increased to 2/-; potatoes, per stone, 6d., increased to 8d.; tea, 2/-, now 2/6. You could get it sold at 2/-, so that there is practically no change. It is only in the lower class of tea that there is a change. Of course, the police very often have to use the lower class of tea, and therefore there is a change.

3440. The CHAIRMAN.—What do you call the lower class of tea?—The 1/6 tea before would run up now to 1/9 or 1/8 a pound. Sugar has increased per stone from 2/- to 2/4; beef, per pound, from 7d. to 8d.; mutton, per pound, from 7d. to 8d.; bacon (Irish) 9d. to 1/- a pound; and, of course, if you get rasher meat, 1/2.

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Constable JAMES MCGARRY examined.

[Continued.]

3441. Mr. HEADLAM.—Is that Irish bacon?—Yes. The American bacon was 5d., and it is now 10d.; pork, per pound, was 6d., and now 1/-; eggs, per dozen, from 10d. to 1/6; butter, 10d. to 1/2, and milk, per quart, 2d., and it is now 3d. I have here a list from Mr. Richard Duggan, of Kilkenny—it is not a list of prices, but it is just a letter that I would like to give, and in it he says:—"The general increase in mixed goods which I handle—viz., woollens, ready-made clothing, boots, and general fancy goods, I consider to be about 20 per cent. of an all-round increase in ten years. In connection with the carrying on of my business, I employ about sixty hands, and all, with few exceptions, were supported on the premises, and the increase in expenses as regards the cost of maintaining is about £300 yearly for the past six years." Mr. Duggan has a large wholesale and retail drapery establishment in Kilkenny.

3442. The CHAIRMAN.—Does he say what the cost of maintenance is?—No.

3443. And you would have no idea of what the increased cost would be without knowing what the cost was and is now?—He maintains them very cheaply, I am sure, because with 60 you can have a very good mess, whereas in a police station you can have only a few men.

3444. What would be your idea of what it would cost him for 60 people?—I don't know.

3445. Ten shillings a week each at least?—Perhaps it would be above that.

3446. That would be roughly £1,500 a year?—Yes.

3447. And with an increase of £300 it would be now £1,800 a year?—Yes, sir. I have also here a list from the asylum in Kilkenny, and it shows the cost of maintaining an inmate in that asylum. In the year 1901 it would cost £24 1s. 6d., and in 1904 it cost £24 0s. 11d.; in 1907 it was £25 1s. 5d.; in 1910, £27 6s., and in 1913, £30 9s. 8d. That is signed by the clerk, Mr. Hogan, and that is the exact cost. I don't think there is much use in going into all the rest, as the witnesses before me have dealt with the same facts.

3448. The CHAIRMAN.—Just as you please.

Witness.—I think that is about enough of bills.

The CHAIRMAN.—Very good.

Witness.—You will see, gentlemen, that the increase as shown by me exceeds that arrived at in the Board of Trade Report. Thus it is apparent that persons living in the Counties of Kilkenny and Wexford are much worse off than would appear from the Board of Trade Report. This is due somewhat to the increased facilities afforded for cheaper and more speedy exportation of Irish produce by the Rosslare route to English markets.

3449. The CHAIRMAN.—Do you think Wexford and Kilkenny are about the same?—Yes, but I would say that Kilkenny is slightly dearer than Wexford, because the more inland you go the dearer it is—for instance, in the case of coal.

3450. Mr. HEADLAM.—And the Rosslare service would tend to bring in things at lower prices?—No, I don't think so.

3451. The CHAIRMAN.—And I suppose you don't use Kilkenny coal?—No. You could get Kilkenny coal sometime ago at 4d. a cwt. at the pit mouth, and a new manager came to us, and he charged 1/-, and it is 6d. carriage on a cwt., and therefore it is 30/- a ton in Kilkenny city.

3452. Is the quality good?—Yes, it is.

The CHAIRMAN.—I am glad to hear of that.

Witness.—But you must have a certain class of grate to burn it in. I have now, gentlemen, a list that was made out of the cost of maintaining a constable and his wife and three children, and I have also a list for a single man. I will read either of them or both of them if you wish.

3453. The CHAIRMAN.—You may read the whole list if you like, but we are generally satisfied here with totals.

Witness.—Well, the total weekly outlay for a constable, his wife and three children is £1 12s. 7½d., and the total yearly outlay on support is £84 16s. 6d.

3454. That is for the constable and his wife and three children?—Yes, and with boots and clothing and necessary expenses the total yearly outlay is £106 15s. 6d. His yearly income is £77 12s. 6d., so that the balance on the wrong side is £29 3s.

3455. Have you taken that list from a particular man?—Yes, and he told me that that was what he lost.

3456. The CHAIRMAN.—Well it isn't our business to inquire into how he brings up the balance?—Well, sir, that list could not have been made up with greater economy.

3457. He spends £106, and he gets £77?—Yes. Now I come to the single constable. His total weekly outlay in mess is 14s. 9½d.

3458. Mr. HEADLAM.—And what is his salary for the week?—I see that his yearly income is £53 14s. For the year the cost of his mess and clothing, etc., would be £44 17s. 5d., and his yearly income is £53 14s.

3459. Mr. HEADLAM.—How many years' service is that?—I think he would have from 4 to 7.

3460. The CHAIRMAN.—£53 14s.?—Yes, and he has a balance of over £8 on hands. As will be seen by this account, the constable only allows himself what will barely sustain him: not even a penny to post a letter to his parents, friends or relatives. He cannot afford to visit his parents occasionally in their old age, nor send them a few pounds in return for their trouble and anxiety bringing him up and educating him, nor can he help a younger brother or sister. It makes no allowance for the wear and tear of a bicycle which he uses in the public service. He has no amusement of any kind. He simply has to do his turn of duty, and then confine himself to the kitchen or dayroom forms until he is required for duty again.

3461. Is he in a country station or a town?—He is in the country.

3462. Mr. HEADLAM.—After seven years' service he will get pay of £62 1s.?—Yes.

3463. And will his expenses go up too?—Well, his expenses will not go up, but a man would not like to be always going on like this.

3464. The CHAIRMAN.—And he may get married then?—Well that would be very foolish. That list shows that he cannot go on leave, and as I am on leave, gentlemen, perhaps you would like the true facts as to how the average man under seven years' service goes on leave. He gets a suit of clothes which is not paid for. He borrows a portmanteau from some older hand, and he gets other things from other persons, such as a gold watch-guard, and, in truth, as he stands on the railway platform there is scarcely anything in his possession that he can call his own. They like to go home as respectable as they possibly can.

3465. Mr. STARKIE.—How much of the £106 is for rent?—4/- a week. We say that a policeman is in a much worse financial position than any other man of equal weekly wages, as he is not allowed engage in any trade or occupy any remunerative position, even if he had time at his disposal. He is different from every other person.

3466. Mr. HEADLAM.—Can the prisons or asylum attendant engage in trade?—No, but he has a lot of things that we have not. He has things that are cheaper than we have.

3467. And he can't engage in trade?—No, but he is able to make it up in another way. Take the case of a school teacher, for instance. His hours are generally from 9 a.m. to 3 p.m. He has Saturday and Sunday to himself. He has in addition nearly three months' annual leave at the most suitable periods of the year—Easter, mid-summer and Christmas. He is every night in bed, and he has not to be ready to proceed on duty to any part of Ireland at a moment's notice. I was ordered to the Dublin strike myself, and I was at the railway station in fifteen minutes. He can supplement his income in any way he may desire.

3468. Mr. HEADLAM.—Can he keep a shop?—Yes, he can keep a shop and a cow or pigs, or any other animals that he may desire.

3469. Can you keep a cow or a pig?—Where would I keep him?

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[Continued.]

3470. Do you mean to say that school teachers in Kilkenny have cows and pigs in their yards?—No, not in Kilkenny city. They can keep them on grass, and keep them out. I cannot keep a cow, and before I could do so there must be a certificate prepared by the District Inspector to the effect that milk cannot be procured. Another very important thing—he has fixity of tenure. That is, he knows perfectly well that he will be left in the school he first went to all his service unless it be his own wish to go elsewhere. And again, he has not to risk life and limb keeping the peace between contending factions. Mr. Price told you, gentlemen, his superior position as regards pay, etc., and I need not trouble you by referring to it.

3471. May I tell you that less than half of the teachers get out of the third-class while two-thirds of the constables get up?—I know an assistant teacher, and I would be very glad to change places with him.

3472. What is his salary?—£84 a year, and he is only an assistant teacher, and he is twice as well off as I am.

3473. What is your salary?—It would be £70 4s.

3474. And when did you get your rise?—I got it at fifteen years' service.

3475. And your next rise?—I will get it at 25 years' service, and that is six years, and four months from now, and that will be £72 16s. I will have then.

3476. How does his position compare with yours?—Well, he is drawing a big pay all his life, and if I took the difference and put it into an insurance company, well the difference would be a lot, and surely he doesn't want a big pay and a big pension. A policeman is quite different. His hours of duty are long and varied by day and night. He has no day off. His leave is an indulgence, and subject to a number of restrictions. He may be required to pay for a substitute when a station or district is under strength, which is not his fault, and he must be prepared to return to his station on receipt of a wire at his own expense should his services be required. I had to do that myself, sir. Consequently though he may be on leave he cannot say he is free to enjoy it. It may be said a policeman can keep pigs, fowl, etc., but where can he keep them? He has usually a very small yard attached to his house, and even if he has plenty of space to keep them, he must be prepared to dispose of them in some way other than selling them, which he is prohibited from doing under regulations. On transfer therefore he must be prepared to suffer the loss of any such commodities he was in the habit of keeping.

3477. Is he not allowed to sell anything?—No.

3478. Mr. HEADLAM.—Can't he sell the furniture when he is being transferred?

3479. The CHAIRMAN.—Would not to traffic mean to buy and sell for money?—Yes, and even if he keeps fowl he can't sell them for profit?—Then, sir, the position of married men in the Force is really pitiable. I had a few pounds when I got married, but that is exhausted long since. I have my pass-book here which shows that I am unable to meet my demands. In this book, as you can see, gentlemen, there are no luxuries, only the very poorest necessities of life. I am a non-smoker and teetotaler, and I tried hard to make ends meet, but you can see by this book that month after month the balance on the wrong side grew larger and larger until at length I was compelled to send this very book all the way across the Atlantic to my brother in New York. I made my appeal to him. I showed him the pay I received, and pointed out to him I did not squander it. He immediately sent me money, and I paid my bills.

3480. The CHAIRMAN.—How long ago is it since that occurred—I am not asking for particulars at all?—It was last February—that is twelve months ago practically. I think there are a lot of policemen that think like me, that if they went to America they would be doing better than they are doing after joining the R.I.C. Had I accepted service under the American Government, and served them as faithfully as I have the British, I would not now be on the verge of starvation. The food I get is nothing but a

starvation fare. Meat on any day other than Sunday is unknown at my table, and were it not for the fortunate fact that my wife is competent to make and mend her own and the children's clothing, my pecuniary condition would be deplorable.

3481. Mr. HEADLAM.—You don't get bacon?—But fresh meat would be cheaper than bacon. I have five children, and when my condition is so bad, I cannot help thinking that that of a constable with a family of eight or ten must indeed be miserable. We therefore urge that the State should pay us a wage that will enable us carry out our duties fearlessly and impartially. How, I ask, can a man do that when he knows that his wife and children are poorly fed and badly clothed?

3482. Are your duties more severe than ten years ago?—Yes.

3483. Is there more crime?—But duty is not regulated by crime.

3484. Have the hours of duty increased?—No, but greater distances have to be travelled than years ago when the stations were more numerous. After a man has done nine or ten miles of a walk a complaint comes in from the opposite direction, and he has to turn out again and investigate it.

3485. Is it in Kilkenny county that the stations have been reduced?—Oh, they are reduced all over.

3486. Do you know how many have been cut down in Kilkenny?—I am only about six years in Kilkenny, but it is easy to find out. The witnesses examined here are the most thrifty men in the Force, and I know men that would not come here to give evidence because they would not show their books, and for that reason they could not possibly come forward to give evidence. Of course, that has a very bad effect upon recruiting in the country, because when a man is in debt several parties in the place must know it. I heard a lot about Belfast. I served in it, and it is just as cheap to live in as Kilkenny. The man stationed in Belfast has good schools for his children, what they haven't in the country.

3487. The CHAIRMAN.—When did you leave Belfast?—I was transferred in 1907, and I was glad, because my health broke down in it.

3488. And it would have been hard on you had the Belfast Force been a separate Force, and you could not have gone out of it?—Well, I think I would have gone out of it, anyway, by death.

3489. How many years is it since you were there?—About six years.

3490. And have the duties in Belfast got hard since?—Oh, I don't know. I was in the riots in 1907 when the military fired on the crowd and shot two of them.

3491. Mr. STARKIE.—Is the duty in Belfast much more severe than in the country?—In Kilkenny the duty averages 9½ hours a day, and in Belfast it won't average much more.

3492. And what about night duty?—Well, I rather liked the night duty. I went out at 11 o'clock till 6 in the morning, and I knew that I was free till the next night. The question was asked of a previous witness: "Is not the standard for recruits higher in Ireland than in England?" I have here a list of the County Forces in England alphabetically arranged, and I take the first fifty. Of that number I find that the physical standard is higher in 34 counties, and in the remaining 16 it is the same. In the cities also alphabetically arranged I take the first 8, and I find that seven are higher and one similar, so that in no case is the standard lower in England than in the R.I.C.

3493. Mr. HEADLAM.—What about the examinations, and how are they required to be educated?—The examination is the same thing as regards education elsewhere as in Ireland. At the present time the R.I.C. is only the training ground for the Colonial and other foreign police Forces, as all the best men are resigning, which means a considerable loss to the State, which has expended about £100 on the training of each recruit. I have here a book which shows the qualification, pay, etc., of the police Forces of the British Isles and the Colonies, and as you can see several of them offer special inducement to the

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Constable JAMES MCGAPRY examined.

[Continued.]

members of the R.I.C. even as far out as Newfoundland. They show that the rules and regulations of the Forces are the same as the R.I.C., and members of that Force are eligible as candidates. I give in a picture of a group of the Toronto Force where there are 13 R.I.C. men all in one Force. Underneath you will find the names of the men and the stations.

3494. Mr. HEADLAM.—How do you make out that £100 is the cost of training a recruit?—I have always heard that £100 is the cost of training a recruit. It would take more than £100 to get a good recruit into a good man. I always heard that at the Depot. Several of the Colonies also apply officially to the Inspector-General for constables of our Force to fill vacancies in the commissioned ranks of the Colonial police Forces. Our young men are well aware that the training they get in the R.I.C. fits them for any position in after-life.

3495. Mr. HEADLAM.—What is the pay in the Toronto Force?—It is, sir, from £160 to £210 a year.

3496. For a constable?—Yes.

3497. And you suggest that these rates should be paid in Ireland?—No, sir. I say that we are only asking for a substantial rise of pay to enable us to live.

3498. And you don't suggest that we should raise it to that scale in order to prevent them going to Toronto?—Well, perhaps not; you might not have so many men going if you did what we ask. We ask that all promotions should be made from the ranks, as this system would greatly accelerate promotion in the lower ranks of the service. Promotions from the ranks are made in every other police Force, and we say that the R.I.C. should be no exception to the general rule. At present the average service at which a constable can hope to obtain promotion is 18½ years. I knew one man who was promoted at 25½ years. The last man promoted in Kilkenny had 21 years' service. In the D.M.P., where the system is by seniority, the average service is about 13 years. We say the "P." system should be abolished. It was introduced into the D.M.P., but the results were so disastrous that the authorities had to discontinue it. Its effect was felt more speedily in a small Force like the D.M.P. than in ours. I am fully satisfied that if a vote of the constables was taken, 5 per cent. would not vote for its retention. Previous to the introduction of the "P." the average service at which a constable obtained promotion was 12 years, so that its effect upon the average young constable can be seen at a glance. A general list should be kept at headquarters from which all promotions should be made by seniority, irrespective of the county in which a man may be serving. It is rather strange why this list is not so kept, seeing that a list is kept for the promotion of acting sergeant to sergeant and sergeant to head constable, head constable to District Inspector, and District Inspector to County Inspector, and so on. We further urge that the rank of acting sergeant should be abolished, or that he should be promoted sergeant when he has given 12 months' satisfaction to his authorities.

3499. The CHAIRMAN.—You think that the man promoted on the "P." system holds the position longer?—Yes, and he stops about three men.

3500. And as regards acting sergeant you say that he should be promoted sergeant when he has given 12 months' satisfaction instead of what?—Instead of two years or two and a half years, and in fact I knew a man who was four years in the rank.

3501. The actual promotion depends upon the vacancies?—Yes.

3502. Mr. HEADLAM.—You think he should be a sergeant after a year?—Yes.

3503. That is to say that you think the number of sergeants should be increased?—Yes, by the number of acting sergeants deserving to get that rank.

3504. Do you know that the number of sergeants is very large in the R.I.C.?—Yes, in consequence of the number of stations. There must be a sergeant in charge of a station where there are three men. In large towns like Belfast it would be about 1 to 7.

3505. And what about Kilkenny?—There are two men after being promoted, and they don't count, but the number of constables in Kilkenny is 30, and there are five sergeants to them.

3506. And how many head constables?—Two head constables. That would be in a normal time. That doesn't include the County Inspector's clerk.

3507. So the promotion is high even in Kilkenny?—Yes, Kilkenny takes in a very large part of country district—in fact both sides John Street is particularly large. The counties which I represent, gentlemen, always send detachments to different parts of Ireland on 17th March, 12th July, 12th August, 15th August, Punchestown Races and Fairyhouse Races. They also send detachments to any part of Ireland where their services may be required. I know one man who was away from his permanent station last year for eight months. Some of us were up at the Dublin strike, and so the men in these counties are considerably out of pocket, not alone those on detachment duty, but also the ones who are left at home, as they have to pay full cost of barracks servant, fuel and light, etc., which in some cases mean a very large sum, perhaps only one man being left behind to pay all. Then the duty is most severe as one or two men have to do the work of the station. As I am speaking of duty, I may here say, gentlemen, that the average hours of duty which a policeman must do in normal times is about 13½ daily, though some people seem to think that police only do six or seven hours a day. As regards pensions, we ask that our pensions be struck on the pay and allowances which we receive at date of retirement.

3508. Mr. HEADLAM.—What allowances?—There would be some that would be rather hard to compute, but I heard it suggested here that a certain sum should be taken and equalised for the purposes of pensions.

3509. The CHAIRMAN.—Married and single?—Yes, sir. As far as the single man is concerned, he has the option of getting married if he likes. I know of no service in which allowances are not included when computing pensions, and our own officers' pensions are calculated on pay and allowances. It is extremely difficult for pensioners to get employment when they retire into civil life, as everybody seems to think that as they have given the best years of their lives to the State, they should, in their old age, be amply provided for. We hear a lot said about County Councils and other local bodies refusing to employ them, and passing resolutions prohibiting their employment. In these circumstances we think that the Government should come to the rescue.

3510. Mr. HEADLAM.—With what kind of employment?—Well we think that the State should give police pensioners employment, as they are more suitable for positions of trust than others. They could fill several posts in the Post Office, National Health Insurance, Old Age Pension Officers, appointments under Department of Agriculture, prisons, Labour Exchange, and several other Government offices. In fact if the Government so desired, they could give employment to every police pensioner of good character.

3511. These kinds of employment are clerical?—Yes. Some of our men have passed very stiff examinations, and would be very well fitted for these offices, such as the Prisons Service and the Customs and Labour Exchange.

3512. Isn't the Prisons Service work clerical?—No.

3513. But the Customs is not clerical work?—No. They could get messengerships in the Post Office. They are suitable for a number of those appointments, though the Department think it would not be popular if they gave them to police pensioners. The debarring of police-men pensioners in this way has a great tendency to stop recruiting. When I joined the Force, police pensioners had no need to look for employment, as they had pensions sufficient to keep them, hence there was no laxity of recruits. Now things are quite different, as the class of young men then joining would not now dream of coming forward, as they see pensioners looking for and accepting the most menial positions—positions they would not accept previous to joining the Constabulary.

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Constable JAMES MCGARRY examined.

[Continued.]

3514. What year was that?—In 1895.

3515. And they had a higher pension then?—Yes, because they had served for years previous and they went out on the old scale of pension.

3516. The CHAIRMAN.—You mean the men that were appointed before the year 1866?—Yes. There was no laxity of recruits before this happened.

3517. Mr. HEADLAM.—Do you think that the young men look forward to the time when they will go out on pension?—No; they see what appointments the pensioners are taking up now. I know even of a pensioner who has gone out as agricultural labourer. We also ask that the widows of deceased policemen be granted a pension equal to what her husband would have received had he retired, and that the widow of a deceased pensioner be granted a pension equal to two-thirds of what her husband was receiving at the time of his death.

3518. The CHAIRMAN.—She gets only £10?—Yes.

3519. Have you any instance of any other employment where a man dying after that service the widow is provided for?—No, I have not. We also ask that the widow of a policeman who loses his life in the discharge of his duty should be granted a much larger pension than she is getting at the present time; also that the children of policemen and pensioners get a sum equal to what they are entitled to at present until they are eighteen years of age. We think the lodging allowance should be increased, as the rent has gone up in recent years. I have been also requested to bring before you the great hardship that is inflicted upon men who are married without permission and we ask that any man who is married without leave should get lodging allowance. We request that the subsistence allowance for night duty and for twelve hours and eight hours absence should be increased; and there is one thing that I would like to impress upon you as regards the subsistence allowance for twelve and eight hours absence. If a man is eight hours absent he gets 1/- for it. I did a townland and the furthest point from the barracks was nine miles and the nearest point was one mile and a half.

3520. It must have been a tremendous townland?—Yes, sir, and it went eight miles up t'e mountains. I had to go on tillage duty to one house that was seven miles from me and I would not get subsistence allowance for that townland because it was one mile and a half from the barrack at the nearest point, so that the two miles distance is very unfair.

3521. Mr. HEADLAM.—That was instead of your ordinary duty, and you were excused from it?—As far as excused from duty goes, I have been on tillage duty eight hours and turned out again on night

duty. We also think that the marching money should be fixed at 1/3 for eight miles, and 2d. for each additional mile; also that the boot allowance should be increased.

3522. That is because the cost of leather has gone up?—Yes, sir, very considerably. In the 1901 Commission there was something said about compensation for malicious injuries, and it was said that no other Police Force used get it except ours. Well, anyone watching the cases in the Courts will see that the police in Ireland don't get it either.

3523. Mr. STARKIE.—The law on the matter was settled in a case brought to the King's Bench Division on appeal in the year 1902. The Commission in 1901 was aware that constables did receive very considerable sums of money for injuries received—in one case a head constable received £300 for a blow of a stone on the face?—Yes; but we are worse off now than we were, and even if we are injured we will get nothing.

3524. The CHAIRMAN.—Have you ever tried what you will get in an Accident Company?—No, sir.

3525. Would they charge policemen a higher rate for insurance against injuries?—I never asked because I never would be able to pay the money. The ordinary civilian is compensated when he is injured in the course of his employment.

3526. From his employer?—Yes.

3527. Mr. HEADLAM.—Under the Workmen's Compensation Act, you mean?—Yes, and taking everything into account the civilian is much better off than the policeman, because when a policeman goes out on pension his former employment is no use to him.

3528. But they don't like to employ a man now after a certain age on account of the Compensation Act, and you have got a pension?—I don't think the pension is so much after all, taking into consideration the injuries.

3529. The CHAIRMAN.—There is no regular scale laid down for the pension?—No, I don't know that there is.

3530. It all depends upon the extent of the injury?—I cannot say.

3531. Mr. STARKIE.—It is all laid down in the 1883 Act in the provisions for partial and for total disablement.

Witness.—I don't think there is anything more I have to say, only what has been already said about the hardship to men having to send out their children from barracks. On behalf of the men of Kilkenny and Wexford I have to thank the members of the Committee for the attention they have paid to our grievances, and we hope that we will have them speedily redressed.

Constable JOHN RODGERS examined.

3532. The CHAIRMAN.—Your Christian name?—John.

3533. And you are stationed at Manorhamilton?—Yes.

3534. In the County Leitrim?—Yes.

3535. How long have you been there?—Two years.

3536. What service have you?—Fifteen years and two months.

3537. Are you a married man?—Yes, sir.

3538. And children?—Yes, four.

3539. What is your native county?—Donegal.

3540. What service have you had in Leitrim?—Seven years and four months.

3541. And what service had you before that?—In Antrim seven years and eight months.

3542. Whose views do you represent here?—The constables of the counties Leitrim and Sligo.

3543. Have we examined any other representative from Leitrim and Sligo?—I think there was a man up from Sligo town.

3544. But you are the representative of the county?—Yes, sir.

3545. Were you here when he was examined?—No, sir. I only came up yesterday.

3546. Will you tell us what you wish to present here are the views of the Sligo and Leitrim county constables?—The constables that I am representing in the counties of Leitrim and Sligo desire me to bring before your notice that they wish an increase of at least 25 per cent. on their present pay in order to leave the

men in as good a position as they were in fifteen or twenty years ago. As regards the purchasing of the necessities of life, the purchasing power of £1 now is only equal to that of 14s. 5½d. in 1901, as shown by the following list.

3547. Mr. HEADLAM.—Where did you get that from?—I cannot exactly say. The increase is borne out by the Board of Trade Returns.

3548. Oh, from the Board of Trade Returns?—It was delegates instructed me so. The articles necessary to be purchased have increased and continue to increase. The second point is that the pension is to be calculated—but perhaps I had first better read the list showing the difference between 1901 and 1914.

3549. The CHAIRMAN.—Yes, will you please do so?—Yes, sir. The following is the price list showing the increase in articles in fourteen years:—Coal, per ton, in 1901 £1, in 1914 £1 10s. Paraffin, per gallon, 8d. and 10d. Soap, per stone, 2/4 and 3/6. Bread, per 2lb. loaf, 2½d. and 3d.; flour, per stone, 1/6 and 1/10; oatmeal, per stone, 1/4 and 1/10; potatoes, per stone, 7d. and 7d.; sugar, per stone, 2/4 and 2/4; milk, per quart 2d. and 2d.; butter, per lb., 10d. and 1/-; eggs, per doz., 9d. and 1/2; jams, per 2lb. pot, strawberry, 10d. and 11d., raspberry, 10d. and 11d., gooseberry, 8d. and 9d., currant, 10d. and 11d.; beef, per lb., 8d. and 10d.; mutton, 8d. and 10d.

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Constable JOHN RODGERS examined.

[Continued.]

3549A. Mr. HEADLAM.—Is that Irish mutton?—Yes. Bacon, per lb., in 1901 8d., in 1914 1/1; ham, per lb., 10d. and 1/2; pork, per lb., 6d. and 9d.; turkey, per lb., 6d. and 8d.; geese, each, 3/6 and 4/0; chickens, each, 1/6 and 2/-. We request that the pension be calculated on the pay and allowances drawn by a man on his retirement, and that the subsistence allowance which was fixed in 1882 requires to be re-adjusted, as boarding-house and lodging-house keepers have raised their charges by at least 25 per cent.

3550. The CHAIRMAN.—What is your own experience as to that—have you been on detachment duty recently?—Yes. For three nights I paid 13/- in Carrick-on-Shannon, and six years ago I got as good lodging for 2/9 or 3/- a night in Derry City. It is all owing to the place that you go to; but Derry City is a cheap place for police to go to. Other places are not so cheap and they charge you high. The increase in prices is owing to having to pay servants higher prices, and the cost of food stuffs is going up. As regards fuel and light, I desire to say that this allowance was fixed in 1882 and requires to be re-adjusted, as fuel has increased in prices at least 50 per cent. Men in barracks are required to pay for extra fuel, which means that out of their pocket they are paying this large increase of 50 per cent at the present time.

3551. The fuel and light are intended for the day-room?—Yes.

3552. And the extra payment is where the consumption is combined?—Yes, that is quite so.

3553. And then where it isn't sufficient for the dayroom it is possible to obtain a further allowance as the Inspector-General thinks fit?—Yes.

3554. Are they getting any additional allowance in Manorhamilton?—No, sir. They are paying 1/6, each of them, a month.

3555. That is for the one fire?—Yes.

3556. And why don't they ask for an extra allowance?—Well, the men see that taking it all the year round it only means 1/6 per month; but at the same time they like me to put it before this Committee.

3557. And then as to the lodging allowance?—The married men are required to pay for cleaning the barracks at the rate of 1/6 monthly, which means a deduction from their lodging allowance, consequently the lodging allowance is only 7/2 a month. They maintain that married men not living in barrack should not have to pay for cleaning same.

3558. They don't pay as much as the man that is living in barracks?—The man that lives in the barracks pays 2/- and the man that is living out of barracks pays only 1/6.

3559. And then it is only 1/6?—Yes.

3560. How is that arrived at?—There is a Mess Committee that draws up the scale.

3561. How is that Committee composed?—There is one married man, a married sergeant, two single constables, and a head constable.

3562. And they arrive at the conclusion that the single men should pay 2/- for the cleaning of the barracks, and 1/6 for the married men?—Well, of course, the cooking is not there.

3563. That is the decision of the Committee, at any rate, 2/- and 1/6?—Yes. They also ask that lodging allowance be increased and that barrack rent deductions should be discontinued, and that constables should receive their maximum pay at 15 years' service. The men of Counties Leitrim and Sligo also desire me to impress on the Committee the necessity of a central promotion list, held by the Inspector-General for all Ireland, and to discontinue the "P." system as far as constables are concerned.

3564. Mr. HEADLAM.—Why do you want to discontinue that?—Because the men say that it is quite unfair to see a practically useless policeman or sergeant placed over them after five-and-a-half years' service. Although he may be well qualified for an examination, he may not be able to serve a summons.

3565. That is to say that he is not a practical policeman?—Yes. Of course, once a man attains the rank of sergeant he can avail himself of the "P." system then.

3566. You would not abolish the rank of acting-sergeant?—No. Make him a sergeant or reduce him after twelve months.

3567. Do you think it would be good for discipline to reduce a man after twelve months?—I would either make him a sergeant or reduce him after twelve months' probation, if unfit for his rank.

3568. The CHAIRMAN.—Have you considered that if the position of acting-sergeant was abolished, or if you made his probationary period one year and assured promotion at the end of it, it would not serve the constables very much, because if the periods were made short there would be no vacancies for sergeants, and no acting-sergeants would be made—

Witness.—Yes, I see the point.

3569. The CHAIRMAN.—We are thinking how it would affect the constable. What is asked for is that the acting-sergeant should be promoted as a matter of course, after his period of probation, but the number of sergeants would not be increased, and the result is that they would not make a man an acting-sergeant until they were sure that they would have a vacancy at the end of that time. That is the other side of the case, do you perceive?—As far as some counties in Ireland are concerned, men are promoted in twelve or thirteen years, and there are other counties, such as Sligo and Leitrim, where they are not promoted until twenty years. I have a list here of my own expenses for the month of January.

3570. Mr. HEADLAM.—How many sergeants are there in Manorhamilton?—There is one sergeant and one acting-sergeant.

3571. And one head constable?—Yes, and one District Inspector, and seven constables. This list that I am speaking of shows that the total purchases for the family of six in the month of January, 1914, came to £7 14s. 11½d. My pay amounted to £6 8s. 6d., and that meant that I was short to the extent of £1 6s. 5½d.

3572. The CHAIRMAN.—We won't ask you how you make up the difference.

Witness.—I only kept the articles for the month for the purpose of this inquiry.

3573. Mr. HEADLAM.—And it cannot be the same every month?—Oh, no. We have heard a great deal of talk about Belfast, and that it should be a separate Force from the rest of Ireland, but I cannot see why it should be separated, because there is no difficulty at all in getting men to Belfast. Belfast is a better district than where I am.

3574. You prefer to live in a big town?—Yes.

3575. The CHAIRMAN.—Have you been stationed in Belfast yourself?—No, but I was stationed within three miles of it. I know the duties there; and look at our hours when engaged in the cattle-driving between 21st of April and the 21st of November. Why, we have done from ten o'clock in the evening until half-past seven in the morning—

3576. Mr. HEADLAM.—Where was this?—In County Leitrim, and surely that is more difficult than the night duty in Belfast. If they want to have it to themselves, why should they want to fill it up with recruits. Recruits are no good for Belfast. There is no difficulty in getting plenty of experienced men for Belfast. Another point to be borne in mind is that any man that gets into Belfast of any experience is not very long there before he distinguishes himself, and he is taken on the detective staff.

3577. The CHAIRMAN.—And you think that the old system of transferring men of service to Belfast is the best?—Yes, because I do not believe in a recruit going into it. So long as the men get a good week's pay, we don't care what the duty is, or where it is; but it is very hard to be expected to work when the pay is not satisfactory.

3578. What do you pay for rent?—I pay 18/3 for house-rent in Manorhamilton, and I get 7/2. The coal is dear, because it has to be carried from Sligo, and then there is the cartage from the station. All the groceries come from Belfast.

3579. Mr. HEADLAM.—Is it a fairly quiet place?—Yes, it is very quiet. Of course, there was some trouble there some years ago about the town tenants.

3580. Do you want to say anything about recruiting?—No, sir. I think if the pay was raised there would be no trouble in getting the recruits. There is the A.O.H. on the one side, and there are other sections who are altogether against recruiting.

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Constable JOHN CULLEN examined.

[Continued.]

3581. The CHAIRMAN.—What is your Christian name?—John.

3582. Where are you stationed?—Maguiresbridge, Co. Fermanagh.

3583. How long have you been there?—One year and seven months.

3584. What is your total service?—Twenty-six years and seven months.

3585. Are you a married man?—Yes.

3586. What family have you?—I have five children. There is one of them in the Royal Navy, and I have another with my sister in Co. Leitrim, and I have another in Messrs. Jacob's, and I have two with me at present.

3587. Are you living in barracks?—Not in barracks.

3588. What do you pay for lodging?—£9 a year rent. Rents are not high in villages or towns where there are no markets or fairs.

3589. We examined Sergeant Conway from Enniskillen?—Yes, and there is no use in travelling over the same ground again as regards prices. Head Constable Lannin dealt with Cavan, which I also represent.

3590. Very well, and will you just tell us in the way you have taken it down there, what you wish to bring before us that you think has not been told to us before?—The constables request an increase at least of 1/- per day, and that good conduct pay of 1/- a week be given at 10 years, and merit pay in lieu of promotion at 18 years at 1/- a week, and that they should receive the maximum pay at 15 years. They also ask that the lodging allowance should be increased to £12 per annum, and the boot allowance to £2 per annum.

3591. Mr. HEADLAM.—How many pairs of boots?—It would take two or three. They also say that the lodging allowance and clothing allowance and boot allowance should count as pay for pension purposes, and that charge allowance should be given to constables as well as to sergeants. They request that men be allowed to retire on pension at 25 years' service, and to receive thirty-fiftieths of their annual salary at that service, with one-fiftieth added for every year completed after that up to 30 years' service. They ask that pensions be calculated on the rate of pay received at time of retirement, and that widows of men who die in service receive £20, and orphans receive £5 per annum, and the widows of pensioners and children receive pensions of £10 and £2 10s per annum. Barrack expenses to include a sum to be used for getting the barrack cleaned each month, and for the purchase of brushes, mats, soap, black lead and scrubs used in keeping barrack furniture in good order, etc. I consider that, as this is a public expenditure, the men should not be asked to contribute to this expenditure. I am a married man, and I am asked out of my own miserable pittance to contribute to this cost.

3592. Mr. HEADLAM.—Do you know that soldiers clean out their own barracks?—Yes, and I would be willing to do it, but single men employ a servant; I have to pay her for cleaning barrack 2/6 per month, and I pay 3d. per month for brushes, mats, soap, etc., for keeping barrack in order. A sum is allowed each quarter for purchase of whitewash, brushes, lime, and paint; this should include a sum for purchase of brushes, mats, soap, and blacklead used in cleaning barracks. We also ask that no member of the rank and file be asked to pay the expenses of a substitute when on leave, and that subsistence for night's absence be 4/6, for eight hours 1/6, and for twelve hours 2/-. As regards the class of recruits, there are very inferior men now presenting themselves for admission, as compared with former years. There is a young fellow in the same station with me, and he is going to Australia, and if you heard him reading a newspaper you would be ashamed of him. He has a brother in Brisbane, who was also in the R.I.C., and he is in the Force there. The pay there is 7/6 a day, and it rises to 9/6, and when all his expenses are paid he says that he has £9 in his pocket each month. He also says that there are something like thirty R.I.C. men in the Force there; he does not appear to well educated, as I have seen some of his letters and the spelling was very bad; and in conjunction with the young fellow that I speak of, there is

another young fellow from the same station going to Australia too. In reference to the former the following letter has been received from the Secretary of the Commissioner of Police in Brisbane:—"With reference to your letter of 14th ult. (14th February, 1912), I have, by direction, to state that, although there are many applicants for appointment, those who appear to be best fitted therefor are always chosen—therefore, members of the R.I.C. with good credentials need not hesitate to present themselves. If you intend to apply personally, you might advise me of probable date of arrival here. It is, of course, necessary to pass the medical examination by the Government Medical Officer at Brisbane."

3593. Mr. HEADLAM.—Did that young man that could not read get a recommendation from his officer?—No, he is going on chance.

3594. The CHAIRMAN.—How long has that young man joined the station?—Since last August twelve months. Another young man resigned and joined the Liverpool Police, and he says that the pay of constables is 30/- to 40/- a week, but they don't give rent allowance to the single man now, as this pay has been made pensionable. He says that he is much happier than he was in the R.I.C., and he is much more comfortable. And this man's brother is going to Sydney on the same chance as the other man, and I am sorry to see him go, as he is well educated, and a good policeman.

3595. Mr. HEADLAM.—How much extra pay would it take to keep him in Ireland?—I think it would require to be up to the pay of the best paid Police Force in England.

3596. He wouldn't want 7/6 a day?—No, sir. The position of pensioners in Ireland has a very bad effect upon possible recruits. As regards promotion, I think that there should be a list kept at headquarters for all Ireland. I have been a victim in that way myself. I have an unblemished record for 26 years and 7 months. I received money grants several times for good police duty. I have figured in several important cases, and there was a law point decided in one of them. Yet, I am in the same position as ever. I passed an examination in 1898, and several men have been passed over my head. This Promotion List should be kept at headquarters, and there would be purity in the business. I will leave the Force as I entered it. I believe that when a man goes in for examination at county headquarters, his papers should be sent forward here, and let a Board of officers here deal with the papers, and every man will get a fair turn.

3597. The CHAIRMAN.—You mean that you were examined in 1898?—Yes.

3598. And that doesn't mean that you don't know whether you passed?—Yes, I passed, and I was put on the list. When Mr. Ball inspected Co. Fermanagh I was second on the district list. No. 3 was passed over the heads of No. 1 and myself, and No. 1 had to make a special application for promotion before he was promoted. I was asked by the District Inspector to make a similar application and I declined.

3599. And the district list means one thing and the County Inspector's list means another thing?—Yes.

3600. Mr. STARKIE.—Doesn't the County Inspector send up a list every year to Headquarters of the men who are recommended?—Yes, he is bound to that by the Code.

3601. And is not that list kept at Headquarters?—I am not aware that the thing turns out in this way: when a vacancy occurs there is a particular man's name mentioned for promotion to headquarters. There is a little matter here that I am asked to mention, and it is that the two-mile radius should be abolished.

3602. The CHAIRMAN.—We have had evidence already as to that. What next?—There is another matter with reference to married families going on transfer. It is that a child of 16 years doesn't count as a member of the family, while the officer's servant is included as a member of the family. I have been a victim of that rule myself.

3603. Mr. STARKIE.—But the officer's servant is supposed to have charge of his horse?—Yes, but he gets travelling expenses.

3604. The CHAIRMAN.—The children can get permission to remain in barracks till they are 18?—Yes.

5th March, 1914.]

Constable JOHN CULLEN examined.

[Continued.]

3605. And you would say that a child should be considered a member of the family when a man is transferred, as long as that child is eligible to remain in barracks?—Yes. Now, as to the expenditure necessary to keep my family of five, I have made it out at £82 9s. 0d. a year, and as my income, with allowances, is £79 15s. 0d., that leaves me £2 14s. 0d. to the bad. But I am a handy man and help myself, and my wife helps, and I have a boy in the Navy—a gunner on the cruiser “Warrior”—who sends us a lot of money, and I am able in that way to make ends meet. I have seen a decision by a Judge in the Sydney Courts, and he fixed, after a special inquiry, the standard living wage for a man, a wife, and two children, at £2 8s. a week, and Australia is not too dear a place to live in, because you can buy beef at 5½d. a lb., mutton 3d. a lb., and creamery butter at 1/-, and the only thing that is dear is house rent. A house with three rooms costs £25. Clothes are the same as in this country. This is all known to our young men, and I think many of them use the R.I.C. merely as a training ground.

3606. Mr. HEADLAM.—They seem to be doing very well in the Navy now according to your statement?—Yes, and in the Army as well. Well, now, in 1908, Mr. Mooney, one of the Irish members, when moving the rejection of the R.I.C. Bill, stated the Irish Constabulary Vote was altogether too big. I understand by the Terms of Reference that our chance of getting a rise of pay is contingent on a re-organisation of the Force taking place. If it is the case, I have a scheme of redistribution here which works out at a reduction of

2,980 men and 439 stations. I will give you the scheme as it is based on Derry.

3607. The CHAIRMAN.—Were you ever in Derry?—Yes. I was in Upper Lands when the Hibernians deliberately fired upon us with revolvers. The area of Derry is 513,338 statute acres, the population is 100,000. The average area of each sub-district in Co. Derry is 23,250 statute acres, and the population 4,500 persons, and the number of stations at present is 22. The number of police in the county is 132, and the number of persons to each policeman as now distributed is 757. I make a comparison with the Co. Kilkenny, the area of which is 509,249 statute acres, the population 74,962, and the number of stations 40, leaving 12,420 statute acres as the average area of each sub-district, with a population of 1,824. There are 243 police in the county, and the number of persons to each policeman as at present distributed is 304. Now, upon the Derry basis there should be only 22 stations and 132 police, so that leaves 111 police to spare in Co. Kilkenny.

3608. Have you served in Kilkenny?—No, except that I travelled in it.

3609. And in your experience you think that Londonderry is worse?—Yes, party feeling is much higher. I have taken that as a comparison, and all the other counties work out in the same way. If you go on this basis you get this number knocked off.

3610. Doesn't every county rely upon its own men?—Yes. That is all I have to say.

Adjourned for luncheon.

Constable THOMAS CUNNINGHAM examined.

3611. The CHAIRMAN.—What is your Christian name?—Thomas.

3612. You are stationed at Celbridge, Co. Kildare?—Yes.

3613. How long are you there?—Six years, sir.

3614. What is your entire service?—Nineteen years and between two and three months.

3615. Where have you also served?—In Kilkenny and Belfast.

3616. How long in Belfast?—About ten years and eight months.

3617. You are married?—Yes.

3618. Family?—Two living.

3619. Are you accommodated in barrack?—No, sir.

3620. What do you pay for rent?—My present rent is £10 and half taxes. Up to last year I was paying £14 a year and no taxes.

3621. What are the taxes?—About 10/- or 12/- a year. As a matter of fact, the place has not been valued yet.

3622. Are you occupying the same house?—No. I have changed lodgings. I was not able to keep up to it.

3623. And now it is about £11?—Ten guineas.

3624. What sort of house have you for ten guineas?—It is a small house with kitchen 10 x 10, and parlour 10 x 9, bedroom 14 x 10, and a back room 10 x 10, and a small garden of 14 perches or so.

3625. What is your native place?—County Roscommon.

3626. Of what section are you representing the views here?—Of the constables of Kildare, Queen's County, and Carlow.

3627. And I suppose you have conferred together as to what you would wish to place before this Committee?—Yes, sir.

3628. Did any other witness represent your views?—Not the constables. The sergeants and the head constables have been represented, and Head Constable Daly has been examined from Kildare.

3629. And were the sergeants represented here?—There is a sergeant to be examined here—Sergeant Barragry, who belongs to the Province of Leinster, and he has not been examined so far.

3630. Well, now, will you look at your notes, and will you give us them in the order in which you have them there, and the various points that you wish to bring before us, and will you bear in mind that we have already heard a good deal on different points? We don't want to limit you, but you need not dwell

at unnecessary length upon anything dealt with up to the present?—I have intended to do so. There is no necessity for continual repetition. In the first place the constables have sent me here to ask a substantial increase in pay of at least 25 per cent. on present pay, and that pension be calculated on pay received at date of retiring, and that the pension given should be three-fourths of pay and allowances, such as rent, boot and uniform allowance, in order to enable the men to live in decency. I am also to say that the allowances are not sufficient, but you have got enough evidence on that head.

3631. What scale of allowances would your people think sufficient?—The lodging allowance should be at least £1 a month for men not accommodated in barracks. Although the rent doesn't appear to be high in this district, it is brought up by other means.

3632. Have they anything to say as to why the lodging allowance should be increased?—Yes: when he is on short pay he should be getting the same allowances as the married man.

3633. Mr. HEADLAM.—Do you think that a man ought to be allowed to marry under seven years' service?—Yes, under certain circumstances—for instance, if he was sufficiently well circumstanced. Supposing he had some little property of his own, or that his intended wife had some little property, so as not to start out embarrassed, I think the circumstances might be considered then. They also ask me to say that the uniform allowance to a constable should be included in the pension, and that the lodging allowance, or sums equal to it in the case of a single man, and that the monetary value placed upon the lodging allowance should be included in the pension scale.

3634. Not all the allowances, but just certain allowances?—Yes, as if a man had elected to get married he might do so.

3635. What are the allowances?—The allowances that are common to all—the boot allowance and uniform allowance. The boot allowance is insufficient. A boot allowance, say, of £2, and a uniform allowance of £5 a year, would make £7, and the lodging allowance would be £5 4s. 0d. so that we strike it at £12. If you gave him £8 at two-thirds, that would give him an advantage.

3636. You would not include straw or stationery allowance?—No, that is not applicable to all.

3637. Mr. STARKIE.—Some of the memorials are asking for an increased lodging allowance of £15?—My claim for lodging allowance is £12.

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Constable THOMAS CUNNINGHAM examined.

[Continued.]

3638. The CHAIRMAN.—You would include £8 of it in the pension?—Yes, at two-thirds.

3639. And that would be in addition to the boot and clothing allowance?—What I mean to convey is that under the present pension scheme two-thirds becomes pensionable on attaining a certain service and the reasonable allowances that would come in a man's way—say the allowance of £12 to a married man, two-thirds of that total would be given in addition to his ordinary pension or pay.

3640. Mr. STARKIE.—Two-thirds of that. I understood you were only allowing £8 for lodging?—Yes: two-thirds of £12. Matters of duty also have been touched upon. I intend to go into the rural duty generally. I don't think it has been laboured very much so far, and questions such as cattle driving in the West have been touched upon in these so-called peaceful counties. That has been dealt with also. The price of labour has gone up in Celbridge. I was asking a considerable employer of labour as to the average increase in the wages compared with ten or twelve years ago, and he said 2/6 a week. I asked him if I could say that on his authority and he corrected himself and said an additional 2/3 a week would be the average.

3641. The CHAIRMAN.—What was it formerly, and what is it now?—It varies a bit.

3642. What is it?—From 12/- to 14/- in the case of a labourer, and from 12/- to 16/- in the case of a ploughman. Some of the labourers have as much as 17/- a week.

3643. Have they anything as well as the wage?—They are kept in.

3644. Are they living in the farmer's house?—No.

3645. And where they have a house they have a garden?—No.

3646. Where the farmer gives them a house?—Not in this particular case. He has only two houses of late. One is a gate lodge and the other is some distance away.

3647. Are there many houses in the district built by the Urban Council or the District Council?—There are, sir: quite a number.

3648. What rent is charged for them?—From 1/6 to 2/-, I understand, and rates.

3649. And they have a bit of ground?—Yes, some of them have a very small portion of land. At first they found it very difficult to find sites, and the first cottages have only very small portions of ground, and they are bad, overcrowded by trees, etc. The question of holidays has been gone into. I had only four days' leave last year, and I may say that I am married about 7½ years, and since then my wife had only one week's holiday, and then on a cheap ticket. The reason was that I was not able to send her away, even to her own people's place.

3650. What is your wife's native place?—Donegal. She was not well, and the doctor told me to send her away a couple of years ago when she got into delicate health. I was obliged to tell him that I could not afford it. She is fairly strong now. And as to matters of enjoyment there is little or none comes her way. Of theatres, pantomimes, balls or dances she has seen none since marriage, and only a very limited number of 6d. village concerts. Policemen and their wives in country districts are practically cut away from society and social gatherings. In addition I have a case to present to your notice that has not come before you yet, and the case that I intend to give you an illustration of is where a barrack or two barracks have been broken up—a sub-district in which two barracks were formerly there and none exist now. One of them was in Lyons, and the other was at Straffan. These have been divided between Kill and Celbridge, the two sub-districts adjoining, and some are thrown into the Clane district. In consequence of this added area some of the townlands are a considerable distance from our barracks, and the same from Kill. Some are over six miles. I think there is very little inducement held out to men to use their bicycles in the public service. In the summer time there is an allowance of 10/- per month in my station, and 15/- in winter. I understand it is only 10/- all

the year round in Kill. I would advocate at least two public bicycles at each station, or otherwise give a uniform cycling allowance of 2/- per week to each man who keeps and uses his own bicycle to expedite matters of a public nature. Again, where a bicycle is used to save car hire or delay in procuring a car 2/3 should be allowed the cyclist. At present 25/- per month is allowed for doing the work all the year round in two former police stations.

3651. How is that computed?—By mileage.

3652. I thought that this was an allowance that was allotted to each station, and not exactly by the mileage done?—No, not exactly.

3653. I suppose examples were taken of what was done and a fixed allowance given?—Yes, it is given for patrolling the added areas by one man in daylight and by two at night.

3654. In one case it is 10/- in the summer, and 15/- in the winter?—Yes.

3655. And in the other it is 10/-?—Yes.

3656. And do you say that the one does as much work as the other?—I don't.

3657. So that it is the fault of Kill?—They are not responsible for it. I don't know what they do in Kill.

3658. Mr. HEADLAM.—What exactly did you receive last year by way of cycling allowance?—It varied slightly.

3659. In the whole year how much did you receive?—About £2 on an average. The rural postman, whose bicycle is supplied to him by the State, and the accessories of which are supplied by the State, gets 1/- a week for keeping the bicycle clean and in running order. So that bicycles have been recognised as a necessary thing in rural districts, and it is only right too, because the cycles have been used to save car hire, and the constables ask me to claim 2/3 car hire irrespective of distance in every case where a car would be otherwise necessary. Some of them went so far as to say that the car hire itself should be given. They ask me to claim that 2/- a week all the year round where it would be necessary.

3660. The CHAIRMAN.—Are there many stations that can get the cycling allowance?—As far as I know we are the only two at present. Formerly when cattle driving was going on in Killeck and along there they had a station cycling allowance there, and when the trouble ceased the cycling allowance ceased too. Another matter has been referred to—the question of Agricultural Statistics, and with regard to that I think that Mr. Roberts, County Inspector, said that some remuneration should be given for the compilation of Agricultural Statistics every June. That is a crucial point to get over. It is only when the collecting work is done that the real work begins. The compilation is the real work, and many times, when barrack orderly, I have been perhaps engaged in a long or cross tot when there came someone knocking, and I was put off it, and I had to go all over the totting again. I say, sir, that the two miles radius should not apply in the collection of such information, as I myself have gone three times to the one place, and at last had to make a special appointment with the gentleman before I could get the desired information in a reliable manner. I think, sir, that £1 to each enumerator for compiling would not be an unreasonable demand for such duty.

3661. Apart from this two mile radius, what would a man under ordinary circumstances make out of this collection of agricultural statistics?—It would depend upon the area and the number of the enumerations.

3662. Take an average case?—Celbridge is the only place I have been on tillage in.

3663. What do you make in Celbridge?—5/-.

3664. How many days were you out for that?—I was five days for eight hours continuously.

3665. How many days were you out that you got nothing—how many day were you out altogether?—Nine days.

3666. And you got 5/- for five days?—Yes.

3667. And you got nothing for carrying out the enumerations in the houses?—No. Our chief trouble

is the valuation. The farmer is not always sure of the valuation, and we have to go to the Clerk of the Union and he facilitates us.

3668. How many men are engaged in this duty in Celbridge?—Two.

3669. And all that time they are not doing police duty?—They are doing it instead of police duty?—If police duty arises they must leave it. Tillage duty will not prevent him. I have had to do it in my own case, and I am sure that any other man would do the same.

3670. Are you often interrupted in your work with regard to duty?—Slightly, except in such cases as when you see a beast straying in the road.

3671. Do you do any double duty during this period?—I cannot exactly recall to mind what I really did last June, but I remember coming in about six o'clock after doing between eight and nine hours and some street preaching was to take place at 6.30 o'clock in the evening in the village, and the Sergeant told me to have my tea and go on again. I did so, and I am making no complaint on that score when I tell it now. There would be no such thing as refusal when there was any necessity for it. Now, sir, I come to the question of the police being penalised for marrying without permission, and how it badly hits some men. That has been already dealt with by other witnesses—

The CHAIRMAN.—Yes.

Witness.—And I need not touch upon it again. Then there is the question of the rural life of a policeman. The rural constable is supposed to live cheaper than the constable in larger centres, but I am prepared to prove, I hope to your satisfaction, that together with other disadvantages his cost of living is more than in urban districts. In the first place the advantage of a market and keener general competition exists in urban districts while the rural man is practically at the mercy of the local trader—who invariably fixes his price to cover cost of transit into the rural area.

3672. Mr. HEADLAM.—You are fairly close to Dublin?—Yes, and, as a matter of fact, I get all my groceries from Dublin. Last spring the potato crop ran out with us and they were sent up from the North of Ireland. The potatoes were sold first in Belfast to traders, and sent from there to the Dublin market, and from thence to Celbridge and retailed to me at 1/- per stone, and I say that each dealer had his own profit out of the transactions for which I had, of necessity to contribute my share. I thought that price rather saucy. There is very little farming done around Celbridge—it is rather grazing than tillage land, and there is very little potatoes and other vegetables grown there. I have, in each year, seen men going, some with donkeys, others with ponies and spring-carts, from Celbridge and bringing back cabbage, potatoes, onions, fruit, fish and other articles and retail them at a profit in Celbridge. Well, Celbridge may seem bad, but yet it is better than other stations that I know in Kildare where no such huxtery is carried on, and where such vegetables are not obtainable at all. So that rural life in food stuffs is more difficult. Fish also comes out from the Dublin market, but sometimes it is not nice to eat. It is not quite fresh. The prices of groceries in Celbridge is a little bit dearer. I mean to convey that I am dealing with advantage in Dublin in the grocery line and I am getting a better advantage in that way of sixpence a week or more.

3673. What about the carriage?—It is free. The traveller comes down once a fortnight and delivers and takes your order and comes along again in another fortnight's time.

3674. Then you have deliveries every fortnight?—Yes.

3675. Is it cheaper to get houses in Celbridge than in Dublin?—Yes, but the houses are not the same as you would get in Dublin. There is no gas or water. There is a small garden, but I don't think it is very profitable after you treat it with manure, and with the seeds and labour of it. If we had time it would be very good amusement to be at

it. Sometimes I find it very hard in consequence of being pressed for time, I am here since Monday night and there is only one man left in the station as barrack orderly ever since. If I were at home during that time I should take my turn as barrack orderly from 8 a.m. to 1; 2 to 6; 6 $\frac{3}{4}$ to 8 a.m. next day—one hour for washing, shaving, cleaning boots, etc., getting breakfast; school from $\frac{1}{2}$ to 1 hour; patrol 10 to 1 p.m., if I may have to relieve the other married man for dinner, another hour gone meantime having my own. Then I may have from, say, 3 to 6 to go home, relieve man again for tea, patrol, say, 9 to 12 $\frac{1}{2}$; home about 12.55 a.m., and perhaps take up duty next day as barrack orderly again.

3676. The CHAIRMAN.—How many constables have you?—We have three: when the labour trouble ceased we had the cattle disease, and one man is gone to Ballysax, and he has remained there until the cattle disease ceased. Of course, it has been conceded that the duty of a barrack orderly is very monotonous, which it is, and country life altogether is very monotonous.

3677. But the barrack orderly gets a night's rest?—Yes, except on exceptional occasions he can sleep from twelve o'clock until seven—that is in a rural station. Next comes the question of promotion, which has been gone into fairly well; but I would be inclined to put instead of five years a service of ten years for the "P." examination. I am inclined more to agree that the "P." system should be abolished altogether for constables, because a man is a better man at fourteen years service than he is at seven. Take, for instance, a young man with seven or eight years' service. My contention is that the man passing through the school of experience of eighteen years is the better man in dealing with the public, and with the general work of a policeman. The old maxim holds good here; *i.e.*, "An ounce of experience is worth a ton of theory." Therefore I would urge that in order to give a fair run to senior men that the service at which the constable is allowed to compete at C. S. examinations would be ten years instead of five years, as at present. It has been conceded that the young man who requires to study for the "P." is at his own request transferred to a station desirable for such study, while his senior brother is doing the severe duty of a troubled area, or under such circumstances as would render study impossible. And hence I think that at least some consideration should be given the senior men who constantly and steadily bear the brunt of the battle.

3678. The CHAIRMAN.—Is it a fact that the man that is studying for the "P." List is excused from his duty by means of his study?—No.

3679. So that he is not sent to a quiet station?—It is conceded in evidence by Mr. Gelston that the man that studies and applies for a quiet station for study has his application granted to him.

3680. And we are told that the quiet stations are stations from which men are drawn on detachment duty?—Yes.

3681. Would such a "P." man be excused from being brought on detachment duty?—I know of no man that would ask to be excused, because it would give him an escape from rural life.

3682. Mr. HEADLAM.—And you were saying that life in a quiet station was not so very easy, and he would not get time for study?—Well, he would not have much time in Celbridge.

3683. The CHAIRMAN.—On that point have you heard it in evidence here that the Belfast men supply more candidates for the "P." List than any other?—I did not listen to all the Belfast evidence, as I was more interested in the rural evidence.

3684. And, of course, they have great facilities there for grinding?—Yes. A man knows his duties for a whole month and he can make arrangements with his grinder. In the rural districts a man has to do his grinding by correspondence. Mr. Roberts, C.I., in his evidence referred to peaceful counties from which detachments are drawn. Well, sir, I happen to represent three such counties. I hope to be able to show you that although the counties are peaceful yet we have a good deal of duty to do, and a rather

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[Continued.]

monotonous duty too, and it is hardly a man's fault to be stationed in such counties, it is rather his misfortune, and personally I would prefer to be doing duty in a place where a little more excitement would prevail. However, I hope to show you that a great many detachments are from time to time drawn from those peaceful counties. When the question arose here a few days ago I wrote for statistics bearing on the question of detachments, with purpose, from each of the counties I represent, which I purpose giving you in detail. County Kildare; detachments sent out of above county during years 1911, 1912, and 1913 :—

YEAR.	Strength.		Where Sent.	Purpose of Sending.
	D.I. or H.C.	Sgt. and Cons.		
1911	1 D.I.	35	Newry ...	12th July Anniver- sary.
Do.	1 D.I.	36	Co. Down ...	Religious and Political Disturbances.
Do.	—	20	Depot, Dublin	For Strike Duty.
Do.	—	10	Wexford Town	do.
1912	1 H.C.	32	Co. Antrim...	12th July Anniver- sary.
Do.	—	5	Co. Dublin ...	Foot and Mouth Disease.
Do.	—	2	Co. Meath ...	do.
Do.	—	5	Co. Down ...	do.
1913	1 H.C.	20	Dungannon...	Political Demonstra- tion.
Do.	1 H.C.	32	Co. Down ...	12th July Anniver- sary.
Do.	1 H.C.	30	Derry City	12th August Anniver- sary.
Do.	1 D.I.	20	Dublin City	Labourers' Strike.
Do.	—	8	Co. Dublin ...	Farm Labourers' Strike.

Besides the foregoing, 1 Sergeant and 5 Constables of Kildare Force were sent to Rathangan (in Co. Kildare) to assist King's Co. Force in coping with cattle drives in King's Co. last May.

That return, sir, is signed by Mr. Supple, County Inspector for Kildare. I come now, sir to the County Carlow. Detachments sent from County Carlow for duty elsewhere in :—

Strength	Purpose for which sent.	Place or County where required.	No. of days absence.
1911. H.C. Men 1 20	Preserving the peace at Punchestown Races in April.	Naas, Co. Kildare	4
1 20	Anniversary duty, preserving the peace in July.	Co. Tyrone (various places there.	2
1 20	Attending Ballylinan P.S. in a cattle driving prosecution in July.	Ballylinan, Queen's	1
1 25	Anniversary duty, preserving the peace in August.	Dungannon, Co. Tyrone.	5
— 10	Labour strike troubles in November.	Dublin City ...	2
— 10	Labour strike troubles in December.	Wexford Town ...	101

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Strength.	Purpose for which sent.	Place or County where required.	No. of days absence.
1912. H.C. Men 1 20	Preserving the peace at Punchestown Races in April.	Naas, Co. Kildare	4
— 6	Preserving the peace at an Agricultural Show in August.	Athy, Co. Kildare	1
D.I. Men 1 24	Anniversary duty, July.	Whitehouse, Co. Antrim.	2
— 4	Foot and Mouth Disease Outbreak, August.	Ardee, Co. Louth	60
— 5	Foot and Mouth Disease Outbreak, October.	Mullingar ...	94
1913. H.C. Men 1 20	Duty at Punchestown Races in April.	Naas, Co. Kildare	4
— 16	Anniversary duty, July.	Co. Down (various places).	2
— 15	Labour troubles, August.	Dublin City ...	176

There is a note saying that on the occasion of the Anniversary Duty, 17th March, 1911, the Spring Assizes were held in Carlow at this time and men could not be spared. The same applies to this Anniversary in 1912 and 1913.

3685. The CHAIRMAN.—And they did not go?—No, sir. Now I come to the Queen's County. Particulars of detachments drawn from this county :—

No. of Detachments.	STRENGTH			Place and Nature of Duty
	D.I.	H.C.	Other Ranks	
1911 1	—	1	20	Coalisland, Tyrone, Anni- versary, 17th March.
2	—	1	20	Punchestown, Kildare, Duty at Race Meeting.
1912 1	1	—	22	Punchestown, Kildare, Duty at Race Meeting.
2	—	1	20	Limerick City, Dockers' strike.
3	—	—	2	Saintfield, Down, Foot and Mouth Disease.
—	—	—	1	Newry, Down, Foot and Mouth Disease.
1913 1	1	—	20	Galway, Dockers' Strike.
2	1	—	30	Kilbeggan, Westmeath, Duty at Race Meeting.
3	—	1	20	Dublin, Transport Union Workers' Strike.

That deals with three counties.

3686. Mr. HEADLAM.—You say that men like going on detachment duty?—Yes; for rural stations it is a change for them.

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Constable THOMAS CUNNINGHAM examined.

[Continued.]

3687. The CHAIRMAN.—And the hardship is rather on those that are left?—Yes, because the duties devolve upon them.

3688. Mr. HEADLAM.—Would you say that every man in the County Kildare may expect to go on detachment duty once a year?—No, I would not.

3689. Every unmarried man?—It doesn't matter whether they are married or not; but the married men would prefer to go rather than be left at home. As regards prices, I have a list of them here; but my prices are pretty much the same as the others.

3690. The CHAIRMAN.—We had a head constable here yesterday who gave us these prices very fully.

3691. Mr. HEADLAM.—Are these actual prices?—Yes.

3692. The CHAIRMAN.—Very well, will you give them, so?—I went to Mr. Ward myself and he sent me to the store to fish out the prices that I wanted, and I took the prices for these articles in 1901 and 1914:—Bread, 5½d., 6d.; butter, per lb., 1 ¼, 1 ½; sugar, 2/-, 2 ¼, per stone; flour, 1 ½, 1 9 to 1 11; oatmeal, 1 10, 2 ¼; onions, 1d. per lb., 2d.; soap, 3d., 3½d.; bacon (ordinary green bacon), 6d., 9d.; rashers, 7½d., 11d.; wheat meal, 1 6, 1 7; petroleum, 10d., 10d., a gallon; cheese, 10d., 1 -, per lb. I consider that in matters that fluctuate like tea I need not trouble you very much with them. I don't know how far the following prices go back, but I found them as far back as 1908, and the prices, where I am dealing for meat, are very much changed. The prices from 1908 to now are:—Beef, 8d., 10d.; steak (sirloin), 8d., 9d. and 10d.; boiling and stewing beef, 6d. 7d.; corned beef, 6d., 6d.; ox tongues, 2/-, 2 6; mutton (hind quarters), 8d., 10d.; mutton (spare parts), 7½, 9d.; mutton (shoulder), 8d., 10d.; mutton (breast and neck), 6d. and 7d. per lb. These are the things that I personally went into, and the other prices throughout are very much on a par with them. I got also some scales from the Clerk of the Union there, and I hadn't time to go into them very much. But taking his own salary from the various items—he is Clerk of the Union and Clerk of the District Council No. 1, and Clerk of District Council Number 2. I find without any allowances, and they are considerable, it is £210. The salary of the Master of the Workhouse has been raised a short time back.

3693. The CHAIRMAN.—From what to what?—It was £50, and it is now £65, together with rations and fuel and light. He reaches his maximum of £70 by quadrennial increases of £5.

3694. Mr. HEADLAM.—Does he get a pension?—I asked him, and he says that he doesn't know of a single instance where a reasonable application has been made that they have not granted it.

3695. They have granted it?—Yes. It is not compulsory, but in a fair case they will always consider it favourably.

3696. And he knows of no case where it was not granted?—Yes, I know it myself.

3697. What sorts of pensions are they?—A gratuity. A case I remember is that of the midwife. When she retired owing to ill health she appealed to the Guardians, and they gave her some money. In the case of the Fever Hospital nurse, her maximum is £50, and she has at present £45 and quarters, and 9/- a week in lieu of rations. The porter's maximum salary is £30 with rations and quarters, and his present pay is £24. There is a quadrennial advance in all these cases—in the porter's case £2; the nurse's, £4; the master's, £5, and the clerk's, £10. The wardmaster's quadrennial increase is £2; his maximum salary is £30 with rations and rooms, and he has now £26. The wardmistress commences at £16, and rises to £21, with free rations and apartments. She has now £19 with rations and apartments.

3698. The CHAIRMAN.—How long is this scale of salaries prevailing?—I don't know, but they were under revision some short time ago. The laundress is the same as the wardmistress, and she has now £19 with rations and apartments.

3699. Were the salaries raised lately?—Yes, and the clerk told me that they had the letter from the Local Government Board sanctioning the giving of the increases.

3700. And you don't know what they were before?—No, sir. I asked a military sergeant some questions about soldiers getting married without leave, and he said that a soldier is not punished for getting married without leave.

3701. Yet his wife is not on the strength?—Yes, and a policeman's wife is not on the strength in the same circumstances.

3702. Mr. HEADLAM.—But they get pensions?—Yes.

3703. And soldiers' wives would not?—No, and when they are abroad their wives get half rations.

3704. Not if she is off the strength?—No, sir.

3705. The CHAIRMAN.—There is no penalty for a soldier getting married without permission, but his wife has no advantages.

Witness.—I also asked this army sergeant what is the average length of time for a steady, well-conducted man to get his first promotion in the army, and his answer was about six months. Another question was, "How long is he kept in the rank of lance-corporal?" and he replied, "About one year."

3706. Mr. HEADLAM.—What is he paid as lance-corporal?—I don't think he gets any extra pay. In the rank of full corporal he tells me that the man is kept about 2½ years, including lance-sergeant, and therefore when he has four years' service in the army he is a full sergeant.

3707. And what would he get then?—I didn't ask for the rates of pay.

3708. And this was only promotion?—Yes.

3709. Mr. HEADLAM.—He gets 2 ¼ as a sergeant of the line.

3710. Witness.—I also asked him, "By how much has a soldier's pay increased for the past ten or twelve years?" and he says, "Messing allowance 8d., and proficiency pay, two rates, 6d. and 3d." I then asked if a soldier had more privileges now than formerly, and if so, what are they, and the reply was, "Yes, when on pass or furlough we can wear plain clothes." Then came the query, "Does a soldier obtain privilege tickets from carrying companies such as railway and steam-boat companies when going on leave?" and his answer was, "Yes, on furlough only single fare for return journey." As to the general conditions in the army he said there was better messing, and conditions all round had improved generally. I think that that is nearly all I have got to say. The other evidence has been given already, and there is no need for me to repeat it.

3711. The CHAIRMAN.—You have been in Belfast?—Yes.

3712. And I think you said that life and duties in the country are as exacting as they are in Belfast?—They are more so in a way.

3713. How many years were you in Belfast?—Ten years and eight months.

3714. And were you transferred from it?—Yes.

3715. Were you married in Belfast?—Yes. By the duties being more exacting in the country I mean that you have always somebody convenient in Belfast if you are in doubt about anything, and in the country you might be miles away from anybody from whom you would want to seek advice. And then the Belfast junior men have little to do of a serious kind, and the detectives and senior men are doing all the important business. In the country the constable is supposed to deal with anything that may crop up.

3716. Mr. HEADLAM.—There is more responsibility in the country?—In a way there is, sir, because you have always to act on your own initiative in the country.

3717. Mr. STARKIE.—Did you find living in Belfast dearer or cheaper than in Celbridge?—My total expenses were less in Belfast, because I had no family. Our first child was only a few weeks' old when I was transferred. I found that on starting housekeeping my wife could keep the house going nicely on £1 a week, and pay the rent, and she finds it very hard now to do it on 30/-.

3718. Mr. HEADLAM.—Are there any police pensioners in your district?—Yes, there are four pensioners there now. One of them is past his labour. He is one of the old group drawing £74 a year sergeant's pension. There is another man that assists the Petty Sessions

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[Continued.]

Clerk, for which he gets a small remuneration of about £30 a year. Another man got injured from a fall off a cycle in Waterford, and he took up a job of £5 a year and a free house. His pension is £23, or something like that. He had only a short service of 18 years or so. He has to do only light labouring

work. He has a free house and fuel and light. And there is another man that got married to a school teacher, and they had both some money, and they bought a farm. It was rather a poor speculation, and I would not speculate in it.

District Inspector C. C. H. MORIARTY examined.

3719. The CHAIRMAN.—What is your Christian name?—Cecil C. H.

3720. And your position?—Second Class District Inspector.

3721. What service have you?—I have just twelve years' service.

3722. Where are you quartered?—At present I am stationed in Dublin at the headquarters office since the 1st of February last, but I have served in Magherafelt, Belmullet, Ballymahon, Sixmilebridge and Maryborough.

3723. I suppose you have prepared some matter to be laid before this Committee?—Yes.

3724. You have been here from day to day?—Yes, and that enables me to leave out a good deal that otherwise I would use. I have made close inquiry into the circumstances and expenses of our men. I am satisfied that a junior single constable, although he has sufficient to live on, does not receive enough to give him what I may term an adequate reward for his work. He cannot save money until he has had some years' service, and then in order to save he must exercise rigid economy. I am satisfied also that a married man after some years of marriage has not enough to keep himself and his family.

3725. Mr. HEADLAM.—That is because of the increased price of commodities and the higher standard of living?—Yes. I am satisfied that a substantial rise of pay is absolutely necessary to the Force to meet the increase of prices and the increased standard of comfort, and also to attract recruits. The standard of comfort is increasing, and I hope it will never go back. That brings me to the rise in prices, which I won't trouble you with in detail, but just to explain. I compare prices in 1902 and 1914. I got prices from traders in four localities, and I have prepared lists showing these prices in 1902 and 1914. I got prices from traders over their signatures. I took Belmullet, County Mayo with four shops in three places, and Ballymahon, County Longford, with three shops, and Sixmilebridge, County Clare, with five shops in three different places, and then Queen's County, with twelve shops in nine places. The prices are averaged for each of the four localities, and I find that on taking fourteen of the principle articles that are—

3726. Mr. HEADLAM.—You don't go back further than 1901?—No. Of course, I had a good many articles, but, taking fourteen articles in the four localities mentioned, such as bacon, green and smoked; beef, mutton, butter, flour, oatmeal, bread, eggs, potatoes, jam, tobacco, paraffin oil and coal, all articles in general use, I found that these articles have increased in price since 1902 by 31.6 per cent. The increase per cent. in Belmullet, Co. Mayo, is 39 per cent. and in Ballymahon, Co. Longford, the increase per cent. is 21.7; in Sixmilebridge, Co. Clare, the increase per cent. is 37.21; and in Queen's County 28.2 per cent. I have here the price lists, and these are the traders' bills supporting them, and if you care for them I will hand them in.

3727. The CHAIRMAN.—No, you have given them, and we prefer to have them on the note.

Witness.—All right. I could not get all the information that I wanted from Magherafelt, but I got a note from a leading trader in Magherafelt in which he states that "all retail prices of food stuffs, except one or two articles, have increased from 15 to 30 per cent., and to a less extent in hardware goods, and in some of the latter as much as 25 per cent. increase, such as bedsteads and a few other necessary articles." That is signed by the trader. I have consulted the Board of Trade Report for 1912, and I find in page 300

that the average family budget—I take the family of the working class earning from 25/- to 30/- a week, and comprised of two adults and 3.3 children—in 88 towns in 1904 was 17s. 10½d. And in 1912 the Inquiry showed that prices had risen 13.7 per cent. in these 88 towns, so that in 1912 this average budget would cost £1 0s. 3½d. per week in these 88 towns. In these 88 towns are included 5 Irish towns.

3728. Mr. HEADLAM.—Do you know how they made out these figures?—I don't. A comparison, if that were possible, between a 1901 average budget and 1913 would show a still greater increase.

3729. You don't know if the Board of Trade paid any attention to the difference between the working class family in England and in Ireland?—No. I examined the articles that they gave, and there would be practically the same as they would use in an Irish family. They may not eat the same cheese or rice or tapioca, but they would have to substitute potatoes in Ireland. They took the staples, and did not give any extras. My recollection is that it was a very small allowance for any family. They only allowed 7 to 9 pints of milk for four children every week.

3730. That is small for Ireland?—Yes. I have a family myself, and I know. The Board of Trade statistics are only up to 1912, and since then there has been a further increase of prices, as every householder knows. That is my own experience too.

3731. Even the prices given in evidence are not higher than those given at the '82 Committee?—I didn't go back as far as '82. I have also got the contract prices in Mountmellick Workhouse in 1896, 1902 and 1913, certified by the Clerk of the Union. I won't bother you with 1896 for the purpose of comparison, but I worked out the average increase for the prices of these given articles, and the average increase since 1902 is 31.34 per cent., which, though independent, practically corresponds with what I have already shown. As regards the standard of comfort, of course, we know that it has gone up since 1901, and especially since the Land Purchase Act of 1903, as I would like to point out. My own experience is that the farmers are now more prosperous—their houses are better, and their land is improved, and their standard of living has gone up in every way. In connection with the prosperity of the country, I see that in the period 1903-1913 there is an increase of £17,000,000 of money deposited in Irish Joint Stock Banks. That is just to show the prosperity of Ireland.

3732. Mr. HEADLAM.—Is that the ordinary banks?—Yes, the ordinary Joint Stock Banks; and in regard to the Irish Post Office Savings Banks, there has been an increase of £3,700,000 since 1903. As regards Ireland's imports and exports, the imports and exports have risen to £140,000,000 in 1912 from £104,000,000 eight years previously.

3733. The CHAIRMAN.—Have you divided the exports and the imports?—Well, I have the exports, and by subtraction you can get the others. The exports in 1904 were £49,000,000, and in 1912 they were £67,000,000, so that the imports in 1904 were £55,000,000, and in 1912 £73,000,000—an increase of £18,000,000.

3734. The CHAIRMAN.—So that the difference is between £55,000,000 and £73,000,000?—Yes.

3735. And the increase in exports is what?—£18,000,000.

3736. And the increase in imports?—It is also £18,000,000. As regards these exports in 1912 52 per cent. of the exports from Ireland were farm produce, food and drink stuffs.

3737. Mr. HEADLAM. And in the imports what proportion? I have not got that. It only occurred to me last night as I was reading the *Daily Mail* Year Book, which is a fairly good authority. I may say that to my own knowledge the prices of cattle and pigs have gone up about 15 per cent. in the last ten years. One farmer told me last month that cattle had gone up £3 a head. That is grown cattle. Store cattle 25/- a cwt. ten years ago are now 35/- a cwt. This all means that the farmers are getting more money into their possession.

3738. The CHAIRMAN. And the deposits in the bank consist mainly of farmers' money? Yes; I should say so in Ireland.

3739. In the ordinary Joint Stock Banks the farmer certainly has his money there? Yes, I think so. I could point out that land purchase on the present system came after the last R.L.C. Commission in 1901 and before the 1908 R.L.C. Act of Parliament, and it has materially changed the situation. I shall not delay you with the question of wages.

3740. The CHAIRMAN. Have you the increase in wages? Wages generally have gone up, and the condition of working men generally has improved. In Queen's County the road labourers began some years ago at 12/- a week. Fifteen months ago they got 14/- a week, and now they are claiming a further rise, which is to be considered next April.

3741. Is that a 5½ day week? Yes.

3742. Mr. HEADLAM. Is that permanent? No, but it may be considered as permanent, because when once a man gets a job in Ireland the difficulty is to get him out of it.

3743. The CHAIRMAN. The County and District Councils have to pay insurance for the men, have they not?—There was a recent decision in the County Down case on the subject.

3744. Mr. STARRIE. That was where the men were directly employed and not by a contractor.

Witness.—Yes. I was talking recently to a business man in a large engineering firm in Dublin, and he told me that his firm during the past twelve months has given an increase of 20 per cent. in wages to all their men. Their unskilled labourers who formerly got from 15/6 to 16/- a week now get 21/-. Carpenters, joiners and plumbers formerly got 8½d. an hour, and they now get 10d. per hour for a 50 hour week, making a total of £2 1s. 8d. a week, excluding overtime. The 50 hour week is their standard. He also told me that other firms in the same business in Dublin had given a somewhat similar increase. In the course of further conversation he said that three years ago he gave an estimate of £900 for repairs to a large house. Last year the work was done, and it cost £1,100, although they had his estimate checked by estimates from two other firms. That meant an increase of £200 on the original estimate, and that was caused by the increase in price of materials and labour.

3745. Mr. HEADLAM. Estimates vary from some other reasons, don't they? Yes, but they got two other firms to estimate, and they found that they could not do the work any cheaper, and they had to give it to him for the extra amount.

3746. Have you got any authentic information as to the wages of carpenters and tradesmen in the country?—No. I have been stationed up here for the past month. As to recruiting, the recruits I have examined myself during the past few years as a rule only just came up to the standards. I have often had to send back a candidate for a few months to improve his education or to expand his chest. I have taken every applicant if it were at all possible, and have recommended men whom I would have rejected years ago. I do not recollect having passed a really first-class recruit during the past few years. I do not recollect having had a recruit of the class described by the Commandant in 1901, and certainly not within the past few years. I have questioned recruits who described themselves as farmers' sons, and they stated that their fathers had a few acres of land, and that they themselves had been working for hire with other farmers in the locality. In looking up the Queen's

County records of recent recruits sent to the Depot, I found that no policeman's son has joined since 1910. Prior to that year two or three joined each year for the previous ten years.

3747. Mr. HEADLAM.—They have been able to give them such a good education that they went to be clerks?—No, I would not say that. I know of the case of a sergeant whose son joined the Glamorgan Police in 1913, and his pay was 28/- rising to 33/3 a week in ten years. I have also looked up the education statistics of recruits, and I found that up to 1906 the average was "good;" in 1907-11 it was "fair," and in 1911-12 "middling."

3748. Mr. HEADLAM.—But they came up to your standard?—They came up to the standard in chest and height.

3749. And what about education?—I don't bother very much. I took them because I was glad to get them. I was recently told that two second-class candidates in Belmullet, Co. Mayo, refused to go up for re-examination for first-class on the grounds that they would earn more in Scotland or England—that is as migratory labourers. Another thing that adds to our trouble is that other similar employments are better paid. I take the English and Scotch police. I know that in 1913 four young men in Queen's County, whose heights were from 5 feet 10 inches to 6 feet 3 inches, joined the Glamorgan police, where a constable begins at 28/- and rises to 33/3 in ten years, and they would have joined us under other circumstances.

3750. Did you hear how they are getting on?—I have not heard from them. I have gone into the pay of the police Forces in the United Kingdom given in the 1913 edition of "The Handy Guide to the Police Forces of the United Kingdom," and to make sure that the editor had the accurate statistics I wrote to him, and received a reply to the effect that the rates of pay had been supplied to him by the various police authorities. I have taken out all the pay of all the ranks of these Forces, and I have averaged them. I will take the constables first. In 89 English, Welsh and Scotch county Forces the constables receive an average pay beginning at 24/2 and rising to 31/0½ in 12½ years. I would like to point out in reference to that that the Irish constable at 13 to 15 years gets 26/- a week. The English and Scotch constable, as will be seen, reaches his maximum in 12½ years.

3751. Mr. HEADLAM.—That is his gross maximum?—Yes.

3752. And it is not a fair comparison if deductions are to come off?—I have only to deduct 7d. a week for pension from these averages.

3753. Mr. STARRIE.—And in Scotland the boot allowance is included in the pay?—Yes. Now, coming to the cities and borough Forces, striking the average as before, we find there are 160 city and borough Forces with average pay starting at 25/8½ and rising to a maximum of 33/10½ in fifteen years. So that, taking all these Forces together, we find they come to 249 Forces, and the average pay commences at 25/2 a week and rises to 32/10 in 14 years. In all cases we deduct 2½ per cent. for pension, and that comes to 7d. and 8d. a week.

3754. Mr. HEADLAM.—Will you just do that?—Yes. It makes an average of from 24/7 to 32/2 a week in 14 years. In the total Forces concerned in that average there are 63,028 police. And then as regards the sergeants, I have them all for the rural Forces and city Forces, and I will only give you a summary of the whole.

3755. The CHAIRMAN.—You have done it on the same principle as in the case of the constables?—Yes. The average commencing pay for the sergeant is 34/2½ a week, and it rises to 39/1 in 9½ years. And if you deduct 2½ per cent. for pension purposes, that would leave the sergeants commencing at 33/4½ and rising to 38/2 in 9½ years.

3756. Mr. HEADLAM.—What is the proportion of sergeants?—It is not made out. It gives only the total Forces.

The CHAIRMAN.—63,028 police.

3757. Mr. HEADLAM.—Does that include the sergeants?—The 63,028 means the total number of police in the whole of the Forces. There are 18,920 men in

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District Inspector C. C. H. MONTAGNY examined.

[Continued.]

the rural Forces, and 44,108 comprises the total of the cities and boroughs Forces.

3758. Does that include the City of London?—Yes.

3759. The CHAIRMAN.—And if worked out according to the number of men in each city or county Force, the returns would be even more curious?—Yes, but I am afraid it would take me a little time.* I now take the inspectors, who correspond to our head constables. In 82 county Forces in England, Wales and Scotland they commence at £105 1s. 6d. and rise to £126 3s. in 9½ years. And in the 145 city and borough Forces they start at £111 13s. 8d. and rise to £131 4s. 5d. in 7 years, so that in 227 Forces they commence at an average of £109 6s. and rise to £131 6s. in 8 years. And after deducting 2½ per cent. for pensions you get the average for this rank in these police Forces. I may mention that there are 22 Forces that have no inspectors.

3760. Mr. HEADLAM.—And there is nothing to correspond with our district inspectors?—Well, the Superintendents, and in the small boroughs the chief constable, would correspond to them.

3761. Do the same class of men enter the prisons service and the police?—Yes; I have examined both, and they are just the same. In one case I had a young constable, and he had about five years' service, and he joined the prisons service from the police, and it took him two years before he could get in. His name was on the register for two years.

3762. Was there a compulsion for it?—Yes. The warders are better off than the police. Some years ago I saw the same young man in his prison.

3763. And he didn't regret his change?—Oh, no. As regards recruits, the necessity for serving until 50 years of age or 30 years' service now tells much against recruiting.

3764. Do you think that when a lad joins he looks ahead to what his pension will be when he is 50?—I think he does now with education.

3765. That is owing to the spread of education?—Yes; I made inquiries as to the farmers' sons if they didn't go abroad or join the police, and I find that they go to shops as assistants, or take up positions as County Council clerks, and many other positions now opening in addition to the ordinary Civil Service, such as Insurance, National Health, etc. We have got this Insurance Act, which has created a good many posts.

3766. Is it as clerk?—Well, it is a combination of clerk and inspector. It is well known now what the pay and prospects of the policeman are, and everybody knows that the policeman's pay is small, and it will not attract. I could tell stories about it, but they are more or less hearsay, and I won't bother you with them now.

3767. Would you say that young men are frightened by the dulness of the policeman's life in the country?—I think if the men's pay were increased there would be no difficulty.

3768. Mr. HEADLAM.—And in addition you would get the people to stay in the country?

Witness.—A young man recently walked into a Queen's County barracks, and asked for the conditions of pay, etc. He read them, and went away, saying that he could do better in any other police Force.

3769. Do you think they travel more easily now, and are less frightened to cross the water?—Yes; there is hardly a family in Ireland that has not relatives abroad, and they go out to them.

3770. Mr. STARKIE.—Do you also examine candidates for the D.M.P.?—Yes; we get the official forms and send them up. As regards pay I would suggest that the maximum should come sooner than at 25 years' service. In all the English and Scotch Forces the maximum comes on an average at 14 years' service.

3771. The CHAIRMAN.—You know that the application here was that the maximum should arrive at twelve years' service?—Yes.

3771A. And that merit allowance should begin at 18 or 25, or some such years; is there such a thing as that in the English or Scotch Forces as far as you know?—As far as I know it is given for some special meritorious act.

3772. And which he derives in all his service?—Yes, if he is able to hold it.

3773. Mr. STARKIE.—If a constable was granted it, it would cease on his attaining the rank of sergeant?—Yes.

3774. The CHAIRMAN.—What I want to know is, is there any provision in the English and Scotch Forces for giving a man an allowance at any period of his service because he is not promoted, for instance? I know of none.

3775. But it is for some particular merit?—I think so.

3776. And your idea is, that it should be a kind of consolation prize?—Oh, no. I was about to deal with this very question. I suggest a merit class grantable after 12 years' service to a limited number of constables as a reward for good regular police work. It should cease on his promotion, and be withdrawable unless the constable continues worthy of it. His holders should wear a badge.

3777. Would that be a certain number fixed for the Force, or would it be granted irrespective of number?—There would be very few in number. There would be perhaps two in each district that the officers would recommend.

3778. You suggest that a badge should be worn?—Yes. It should not be for mere long service. I looked up the matter of promotion by seniority in Queen's County, and during the last ten years 31 constables were promoted with an average service of 19.9 years. I have noticed that there is a certain number of Acts of Parliament that have passed the R.I.C. by, and there are two that I think worthy of mention. One is the Police Weekly Rest Day Act of 1910, which ensures that every policeman in England must have one day's rest in every seven. This Act does not apply to Ireland.

3779. Mr. HEADLAM.—But the English policeman doesn't have any holiday and the Irish policeman has?—I don't think you are quite right. These rest days are not continuous days, and are in addition to the ordinary leave, which varies in each Force.

3780. Is leave in Ireland laid down by statute?—No; it is an indulgence.

3781. Is it a permissive privilege or merely a regulation?—It is an indulgence. The effect of this Police Act of 1910 has been to increase all the police Forces in England and Wales, and by not applying it to Ireland the Government have saved about £100,000. Then there is the National Health Insurance Act of 1912, which has compelled many English and Scotch police Forces to level up their conditions of service to meet the requirements, and unless they have a certificate the police must contribute, and the police authority must pay their share also.

3782. The CHAIRMAN.—What are the exact conditions under which they are exempt?—In the last edition of Saville's book, "The Police Service of England and Wales," it is stated that "the National Health Insurance Act applies to policemen with incomes not exceeding £160 a year, if the Insurance Commissioners do not certify that the terms of the employment are such as to secure provision in respect of sickness and disablement on the whole not less favourable than the corresponding benefits under the Act. Some police authorities have so levelled up their local pension scales, etc., that they have obtained the certificate of exemption; others have not obtained the certificate, and they and constables of their Forces have therefore to pay the weekly insurance contributions required by the Act through an approved society." There is one important thing left out—we have no sanatoria, and out of our own money we have subscribed, and keep beds going in Newcastle, Co. Wicklow.

3783. Mr. HEADLAM.—Your own money?—Well, the State pays us our wages, and we subscribe to the sanatorium. I know a case of a fine young fellow who, after a couple of years' service, contracted consumption in West Clare. He came up here to Steeven's Hospital, and was finally discharged on a small gratuity. There was nothing for him but to go to Steeven's Hospital under the regulations, and he was discharged.

* Vide Appendix XLVI.

3784. Who paid for him in Steeven's Hospital?—He paid his own way. I had scarlatina in Steevens' Hospital, and I had to pay the full rate the same as anybody else. The Infirmary Committee send the bill, and you have to pay out of your own pocket. I have not much to say about pensions, but, of course, my opinion is that the pensions at present are too small, and if the pay is increased the pensions will go up too. The only point I will make is that the lodging allowance should be made pensionable. Section 3 of 1874 Pension Act defines salary as including lodging allowance. There was then no lodging allowance for the men—it was given in 1883, but the Pension Acts of 1883 and 1908 calculated pensions on pay alone. Even if this advantages the married man so much the better. He has done more for the State than the single man, and I have no hesitation in saying that the married man should get a better pension.

3785. Mr. STARKIE.—But a married man probably has children to help him, and the single man has not?—Well, that is his own fault.

3786. The CHAIRMAN.—I presume you are married?—Yes. I have children of my own. If our pension is regarded as deferred pay, and so much of our pay is kept back for that purpose, then the English policeman is in a much better position, as his pension costs him only 7d. per week.

3787. Part of the English pension is supplied by the State?—Practically a third. There is a contribution from the Exchequer, and a large one.

3788. Mr. HEADLAM.—And directly to the English Pension Fund?—Yes.

3789. Are you sure?—It is given as an item in the Pension Fund. Any deficiency in this Fund is made up from the Police Fund.

3790. What about the age at which you think a constable ought to retire—do you think he gives as much time as he should to the State, or does he get out too soon?—The Police Act of 1890 was passed after a good deal of evidence was taken, and the Police Commission fixed the pensionable service at 25 years. It was found that the average effective life of an ordinary police constable was 25 years. And I cannot say that we have got more long-lived or more active since that, but I think 25 years' service is only for the average policeman.

3791. And you would not turn out a man at 35 or 40?—Oh, no, I would turn no man out.

3792. You wouldn't turn him out, but he ought to have the right to go?—Yes; I would put it that way. Then I come to the lodging allowance, and after careful consideration I am quite satisfied that the lodging allowance at present is not sufficient. In 1901, 3,225 men paid on an average 4/- a week for lodging. That was the average at the time of the last Commission, and rents have increased since, as I know from my own experience, and from what I have heard. This increase in the rent of houses is the result of more competition for houses, due to rises in wages and increased standard of living and comfort.

3793. I suppose a good many houses have been destroyed?—Not to my knowledge.

3794. But the total has been decreasing?—It may be in the purely rural houses, but not in the small towns, where the tendency is to increase. In addition to labourers' cottages, 24 artisans' dwellings have been built in Maryborough during the last few years, and they let fourteen of them at 5/-. and ten of them are let at 3/9 a week. They pay rates in addition, and, needless to say, no policeman will get them.

3795. Is there a rule against a policeman getting one?—Well, a prison warden did get one, and they burnt him in effigy, so I am afraid it won't occur again.

3796. That is very ungrateful, as I believe that Maryborough lives on the prison?—Then in Mountmellick a constable left on transfer last year. He paid £10 for a house, and when another man took it he had to pay £12 for it. My predecessor in Maryborough paid £45 for a house, and when I came I had to pay £54 a year for a house, and people say that the other house was better. Rents are so high in Maryborough that no married constable can be stationed there. One sergeant in lodgings of two rooms in the town pays 15/- a month or £9 12s. per annum.

There is another point in connection with the lodging of the married man, and that is that the married man pays from 1/6 to 2/- a month to the mess as his share in the cleaning of the barracks, and he also pays a small sum towards the mats and brushes for the barracks, and towards the insurance of the barrack servant, for accident and national health.

3797. Under what regulation does he pay these?—Well, the party are responsible for the cleaning of the barracks.

3798. Is it laid down in the regulations that married men must contribute?—I fancy it is, but I won't be positive. I know that it is accepted throughout the Force.

3799. I want to know the basis?—Yes, I can't give it to you for certain. This means, at any rate, a payment of over £1 a year towards barrack expenses, and may fairly be regarded as an addition to his rent.

3800. And he gets no benefit for all this?—No, except that the barrack is cleaned.

Mr. HEADLAM.—I would like to know under what regulation he pays this.

3801. The CHAIRMAN.—Does not the Mess Committee meet every January?—Yes.

3802. Well that must be in the code?—The principle is that the whole party is responsible for keeping the barracks clean. Then as regards the lodging allowance, it is rather a hardship that a man can get married at 7 years' service, and cannot draw lodging allowance until 10 years. I think 7 is fairly reasonable for the granting of this allowance, and this, in my opinion, would not encourage early marriage. Of course, there are individual cases where a constable or his wife may have money, but the cases are very rare.

3803. Mr. HEADLAM.—And 7 years is the rule in the Force for marriage?—Yes; there are 59 married men in Queen's County, and 24 of them married under ten years' service, so the regulation does not prevent early marriage, but simply penalises marriage.

3804. Will you tell us why they should have a servant—we might as well say that the soldiers should have servants?—The usual station has a sergeant and four constables. The sergeant is a married man, and there is, as a rule, one constable married, or perhaps two, and that would leave a couple of single men. If a single man were to replace the barrack servant, he would have to get up early in the morning to light the fire, and to wash out the floors, and to wash the table and tidy up the place. If one man had to do that every month, and do all the cooking, he would necessarily have to be excused from a considerable amount of duty, and therefore that would be a loss to the station and the public. I think the barrack servant is necessary, and our regulations recognise her, declaring that she must be of certain age, and so on. As regards the subsistence allowance, I have for a long time been of opinion that 3/6 a night is not sufficient to defray the expenses of a policeman out on duty. I am aware it is not enough. A detachment was down in Belmullet recently, and it cost them 5/- for bed and three meals. A sergeant went from Queen's County to Belfast, and he was there one night, and it cost him 6/5.

3805. Is that a sergeant?—Yes.

3806. I think he gets higher?—No, the head constable gets a higher allowance, but not the sergeant. I think that even if the subsistence allowance was raised to 4/6 it would not be profitable.

3807. It is not intended to be profitable?—It is intended to pay their out-of-pocket expenses?—Yes, I know, and they would be out of pocket even at the 4/6. I looked up the subsistence allowance granted to the Liverpool police, and there when a sergeant or constable is out on individual duty, his limit is 8/- a day subsistence, and when he is on detachment duty his limit is 6/- a day, and if it costs more he will get out-of-pocket expenses on producing his receipted bills. That is found in Saville's volume at page 67. As regards the boot allowance, I don't think it is adequate at present owing to the great rise in the price of leather and the rise in the cost of repairs. Over two pairs of boots per annum are required, and the repairs come to three or more. Suitable shop boots come to 14/6 a pair, and hand-made boots go up

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District Inspector C. C. H. MORIARTY examined.

[Continued.]

to £1. Irish roads are very hard on boots. A leather merchant in Queen's County has informed me that the price of raw hides in 1901 was 3d. per pound, and that it had gone up 7½d. per pound in 1913, or almost as dear as meat. Of course, the Board of Trade report says that the price of leather went up between the years 1905 and 1912 by 43 per cent. That is found at page 49. Then as regards the Food and Drugs Act, I thought of that long before this Commission, and I considered that a sergeant should get some remuneration for that work.

3808. Mr. HEADLAM.—Is he doing it besides his police duty?—Yes.

3809. And he can't be doing the two at the same time?—Well, he can't allow his police duties to suffer. If he has a parcel of samples under his arm, and a run-away horse dashes by, he has to drop his samples, and he goes for the horse.

3810. The CHAIRMAN.—Do the County Councils appoint Inspectors under the Food and Drugs Act?—No, not civilian ones.

3811. Mr. STARKIE.—The sergeant is appointed by the County Council or the Corporation, and he receives the certificate of appointment?—Yes, the County Inspector sends up his name.

3812. In fact the sergeant who is an Inspector is not acting as a policeman at all?—Yes.

3813. And the prosecutions in the Police Courts are civil prosecutions?—Yes.

3814. And the police stamps are not used?—No. He merely attends there in his police uniform.

3815. What proportion, in your experience, is the number of prosecutions to the number of analyses that the Inspector procures?—It is very small.

3816. And he may take 25 samples, and he may have very few prosecutions?—Perhaps he may have one or two.

3817. And to whom do the fines go?—To the County Council. All the expenses are borne by the County Council.

3818. And the policeman derives no personal benefit by them?—No.

3819. Mr. HEADLAM.—And what about the subsistence allowance?—That is paid by the County Council.

3820. At the Constabulary rates?—Yes.

3821. It is not an obligatory service—it is not laid by statute on the police in Ireland?—Oh, no. I looked up the English police forces as regards the Food and Drugs Acts, and out of 247 forces in the English, Welsh and Scotch police only 75 police forces enforce these Food and Drugs Acts, so that in 70 per cent. of the United Kingdom civilians are employed. As to barrack accommodation, I wish to say that the deduction is regarded by the men as an imposition, and they think that with the cleaning of the barracks it isn't fair. In Liverpool the married man pays 2/- a week and the single man 1/- a week, and for that they get quarters free, coal and gas, but they only live in if they like to.

3822. The CHAIRMAN.—Supposing they all wished to take advantage of that, is there accommodation for them all?—The barracks in Liverpool are very large.

3823. Mr. STARKIE.—What sort of accommodation is there in the barracks in Liverpool?—I didn't go through them. There is one more item that I would like to mention, and that is as regards the agricultural statistics, and to point out that the work is on the whole heavier than it was ten or twelve years ago. The constable has to do much more now and there are more inquiries to be made and more forms to be filled up, and the clerical work as a consequence is greater. No remuneration is given for the clerical work, and he is miserably paid for the work that he does for the days he is walking about. There certainly are times when the returns are very complete and voluminous.

3824. Mr. HEADLAM.—You didn't tell us about the employment of pensioners?—I did not go into that question.

3825. What is your opinion as to the possibility of pensioners getting employment?—I think it is decreasing.

3826. And why should that be decreasing, as the

country is more peaceful than what it was?—That is so, but I am sorry to say that the feeling is against giving the policeman any appointments.

3827. And this feeling has increased?—Yes. Very rarely a policeman succeeds in getting a Petty Sessions Clerkship—a position for which a head constable is very well fitted. I know a case myself where a head constable got a position of that kind and he was an extremely well qualified man.

3828. What about promotion?—There is a point I would make as to promotion by the "P." List. A policeman serves ten or twelve years in a county and he gets to know the people around. He is promoted off the "P." List and he is sent away to another end of Ireland, and therefore he has to begin fresh again. But if he is promoted by seniority he remains in his own place and is twice as useful.

3829. And you think that the county promotion is the best?—Yes.

3830. Even if it takes longer?—Yes.

3831. But the Force is supposed to serve Ireland as a whole, and yet you have this promotion by county?—Yes.

3832. And you seem to think that it is the best?—Yes.

3833. A good many of the witnesses seem to think that it is not?—Well, that is my opinion at any rate.

3834. Mr. STARKIE.—Some of the witnesses suggested that the "P." List examination should be done away with?—Well, the only thing that I would say is that five years is very young for an acting sergeant to go out in active charge of a station, because at that service he could be only as a rule a theoretical policeman.

3835. What service would you suggest instead of the five years' limit?—I would raise it.

3836. The witnesses that I referred to maintained that the system should be entirely abolished?—That would prevent many a brilliant man from getting the promotion that he deserves.

3837. The CHAIRMAN.—Some witnesses have suggested its abolition for the acting sergeants, but they would retain it for the sergeants and head constables.

3838. Mr. HEADLAM.—Several witnesses told us that there was a great increase in debt. Have you come across any cases owing to expenses exceeding their pay?—I know of no cases of my own knowledge, and I am glad, because I would have to take steps in the matter of discipline.

3839. I mean officially?—I never heard of it officially. I have never been in a Court where a policeman was prosecuted for debt, but I know, as a matter of fact, that there are policemen in debt.

3840. And you know that there are cases in which they are running accounts?—Oh, yes. I have got an account from a sergeant, who keeps an account—he is a careful, thrifty man—and he was out £11 last year, in the year.

3841. And was that the first year?—I didn't go beyond last year.

3842. And a man may be out one year without being seriously in difficulties?—He said that ever since he was married he was in difficulties, but he was able to get along owing to the assistance he got from his relatives, who sent him clothes and materials that his wife could make up for his children.

3843. And we had evidence regarding the superior facilities afforded the English policeman of going into trade and taking lodgers. By special leave he is allowed in the R.I.C. to take lodgers, but that is a privilege that is very rarely asked for?—I have never known of cases of the kind.

3844. There should be a good reason for it?—Well, as a rule a policeman's house is not very large.

3845. And there are not so many lodgers to take them?—I never knew of a policeman taking lodgers.

3846. The CHAIRMAN.—His tenure of office in the one place is so uncertain that I presume he would not take a big house for such a purpose.

3847. Mr. HEADLAM.—Have you anything to say about organisation?—Nothing.

3848. Can you tell us if there is a leakage of public money?—I don't think there is a leakage of public money in our Force. We mind it as carefully as possible.

Constable MICHAEL O'SHEA examined.

3849. What is your Christian name?—Michael.

3850. You are stationed in Kilrush, county Clare?—Yes.

3851. How long are you there?—Nearly all my service.

3852. What is your entire service?—Fifteen and a half years.

3853. In Kilrush?—No, through the entire county.

3854. What is that medal on your right breast?—It is a medal I got from the French Government for saving life on the coast of Clare.

3855. Are you a married man?—No, single.

3856. What section of the Force do you represent here?—The constables of county Clare.

3857. Were any other witnesses examined from the county Clare?—No, sir.

3858. And I suppose you have conferred together as to what you should put before us, and perhaps you will begin and tell us?—I have a number of statistics here which have been gone into already, but I have some things from Kilrush as regards the increased cost of living, and if you wish I will give them.

3859. Yes. You have obtained this information personally in the town of Kilrush?—Yes.

3860. Well, will you give it to us in any way you like?—I am taking the years 1901 and 1914, and giving the different articles and the prices that obtained in those two years—Bread, 2½d. in 1901, rose to 3d. in 1914 per 2 lb. loaf; flour, £1 4s. in 1901, rose to £1 12s. in 1914, per 20 st. sack; butter, 9d. in 1901, rose to 1¼ in 1914, per lb.; bacon, 7d. in 1901, rose to 1½ in 1914, per lb. (mild); bacon, 5d. in 1901, rose to 1½ in 1914, per lb. (green); bacon, 4d. in 1901, rose to 10d. in 1914, per lb. (American); eggs, 8d. in 1901, rose to 1¼ in 1914, per doz.; milk, 6d. in 1901, rose to 10d. in 1914, per gal.; beef, 7d. in 1901, rose to 10d. in 1914, per lb.; mutton, 7d. in 1901, rose to 10d. in 1914, per lb.; tea, 2/6 in 1901, 2/6 in 1914, per lb. (average)—there is no rise in the dearer quality; sugar, 2/- in 1901, rose to 2¼ in 1914, per stone; Jam, 5½d. in 1901, rose to 7d. in 1914, per lb.; potatoes, 3d. in 1901, rose to 7d. in 1914, per stone; oatmeal, 1½ in 1901, rose to 1/10 in 1914, per stone; petroleum, 8d. in 1901, rose to 10d. in 1914, per gal.; candles, 3½d. in 1901, rose to 4d. in 1914, per lb.; coal, £1 in 1901, rose to £1 10s. in 1914, per ton; turf, 1/9 in 1901, rose to 3/6 in 1914, per horse load; bog deal, 2/6 in 1901, rose to 5/- in 1914, per horse load; clothing, £2 10s. in 1901, rose to £3 10s. in 1914, per suit; boots, 12/10 in 1901, rose to 16/- in 1914, per pair; boots (better quality), 15/- in 1901, rose to £1 in 1914, per pair, and in drapery there has been an increase of 25 per cent. all round.

3861. The CHAIRMAN.—How about house rent?—I have the house rent for the whole county here.

3862. Do you know it of your own knowledge?—Yes. Two married men in Kilrush are paying 5/- a week, and one pays 4/6, and some more pay 4/-.

3863. And the county list?—There are three men paying 2/- a week, 14 pay 2/6 a week, 16 pay 3/- a

week, 12 pay 3/6 a week, 21 pay 4/-, 2 pay 4/6, 9 pay 5/-, 8 pay 5/6, 2 pay 6/-, and 1 pays 7/- a week. These are the rents.

3864. How many men are there in the county?—I don't know how many men.

3865. Mr. HEADLAM.—How many men are there in Kilrush?—There are sixteen men, including three sergeants. There is one head constable, three sergeants, and twelve constables.

3866. The CHAIRMAN.—Have you any vacancies at present?—There are two vacancies. There are always vacancies in Clare, because you may have ten men one day and twenty the next day. They are not a fixed strength. We ask for an increase of at least 25 per cent in our pay to meet the increased cost of living. I have some figures here from the married men, and I suppose there is no necessity for reading the items.

3867. No. Will you please give it to us in bulk?—It is that of a married man having a wife and three children whose ages are from six years to two years. His net pay is £6 4s. 2d. per month, and his total outlay for the necessities of life alone is £7 11s. 11½d. per month. That is a married man with 14 years' service. He is not in debt, but he is able to meet it in this way. His wife is in receipt of a yearly income for some house property, and only for that he would be that much in debt for each month. I may say also that this man neither drinks nor smokes. There is another married man whose net pay is £6 8s. 7d. He is in the town of Tulla.

3868. Where is the other man stationed?—In Ennis. The second man's expenses are £7 19s. 10d., which means that he is left in debt to the amount of £1 11s. 3d. each month.

3869. I don't ask you, but I suppose you won't show me how he gets on?—He got some money with his wife, and money is coming every month to make up the deficit. In a short time, however, the money will be gone, and he will then pass into debt.

3870. Has he any family?—He has three children. He is married four years. I will give you the items of a single man now. His net pay is £5 15s 6d., and after paying for the necessities of life and other things he has 16s. 8d. left at the end of the month. His pay is £5 15s. 6d. net, and his total expenses £4 18s. 10d. If he allowed for a few days' leave, that balance would disappear.

3871. Is he stationed in Kilrush?—Yes.

3872. And Kilrush is an expensive place?—Yes; all the County Clare is expensive.

3873. It is a seaside place?—Yes; but it is not a tourist place, like Kilkee. Well, sir, we have very hard duty in the County of Clare. We have heard them talking of Belfast, but what about Clare, with its moonlighting and cattle-driving and every kind of things? Are there any men in Ireland working like ourselves? We have often to be up all night protecting people.

The CHAIRMAN.—We will adjourn the rest of your evidence till to-morrow morning.

The Committee adjourned.

EIGHTH DAY—FRIDAY, MARCH 6TH, 1914.

At No. 5, Upper Castle Yard, Dublin.

Present :—The Right Hon. Sir DAVID HARREL, K.C.B., K.C.V.O., I.S.O. (Chairman); Mr. MAURICE F. HEADLAM, Treasury Remembrancer; Mr. ROBERT F. STARKIE, R.M.; and

Mr. JOSEPH BRENNAN, *Secretary*.

Constable MICHAEL O'SHEA further examined.

3874. The CHAIRMAN.—When we adjourned last evening you had given a portion of your evidence, and you were just beginning, as far as I remember, to tell us that you had difficulties in the matter of duty in Clare, and you also told us about the married men and the rents of the houses?—Yes: and as to the married men and the rents I would like to say something as to the class of the houses. Although the married men are paying a rent of four or five shillings in the town of Kilrush still the houses are of a very inferior class. They have no garden, and in some cases there is no backdoor although it is in the side of the street. I heard the Commission of 1883 mentioned that the prices of foodstuffs in many cases were just as high as they are now. I don't know if they were. In 1901 the Commission sat here and struck a scale of pay, and they believed that that pay was sufficient to meet the demands of the R.I.C. It has been proved to you over and over again that since 1901, since our pay was struck, there has been a great increase in the cost of living, so I respectfully submit that 1883 should be left out of the question altogether.

3875. Mr. HEADLAM.—Of course you see that the point of referring to 1883 is that the wages in 1883 were able to meet the cost of living, and you have to prove that there has been an increase in the standard of living as well as in the price of commodities?—Yes, and the increase in 1883 was only for a few years and went down again. Since 1901 the standard of living has increased and the cost of commodities has gone up. Well now as regards the married men in the county Clare, both sergeants and constables. I know to my own knowledge, that they are in actual want, and if there is not some substantial rise got I don't know where they will be—they will have to go to the workhouse.

3876. Do you say that a constable has gone to the workhouse?—No, but if the substantial rise in his pay is not given he will have to. As regards the barrack rent that the single man is paying—4/4d. a month—I ask that that should be discontinued. For instance, a single man has little or no accommodation in the barrack in Kilrush. We have often to put the prisoners into the dayroom and the kitchen. We have both male and female prisoners, and it is hard to expect men to pay rent for what is common to all. We often have 16 prisoners in the barrack.

3877. What is the population of Kilrush?—It is about 3,000 in round numbers.

3878. And you say that you have often 16 prisoners?—I have often seen that number.

3879. The CHAIRMAN.—And is that on the occasion of fairs or markets?—There are coal boats coming in, and after the coal porters get their wages they get drunk and they have to be taken to the barrack. I also ask that the allowance to married men for rent be increased to £12 a year. He cannot get a decent house for less. The man in the county Clare is most of his time in huts and the rent with the rates is only one shilling a year, and in protection posts the same, and he has to pay the 4/4d. the same as if he were living in the barrack. With reference to the allowance for boots that is altogether insufficient, and I would ask that it be increased to £3.

3880. Mr. HEADLAM.—What do you pay for the boots?—You would pay a £1 now for a pair of boots.

3881. And you say that you would want three pairs of boots?—Yes, two regulation pairs and one plain-clothes pair, because if you wanted to go on plain clothes duty the regulation boots would give you away. There has been some reference made to post-

men getting only 21/- a year for boots. Well, the postmen are all supplied with bicycles now by the State in the country, and they have to walk little or nothing. So, there is no comparison between the police and postmen as regards that.

3882. Do you know how long they have the bicycles?—I cannot say that; it depends upon the class of roads they have to go over. At present there is no allowance paid to a constable in charge of a station, but there is an allowance given to a sergeant.

3883. The CHAIRMAN.—We heard that already.

Witness.—Yes, but I think it is most unfair. As regards the pensions. I ask that that should be calculated upon the pay and allowances received at the time of retirement. In county Clare the pensioner has absolutely no chance of getting any sort of decent employment. I have the list of pensioners here in the county. In the county Clare there are 138 pensioners, and out of that number there are 70 unemployed; there are 47 in business for themselves as farmers, etc.—well, you could not call them farmers—3 or 4 acres of bog, or something like that, and there are otherwise in situations 21, and at the positions they have they make only a few shillings a week that will help them to eke out a living.

3884. The CHAIRMAN.—What are the situations?—Some are insurance inspectors of different companies, and that is generally the only position for them. I know of another man who is a land steward, and that is the only one in the county. He was stationed for a long time at a protection post with the agent that employed him afterwards.

3885. Do you know how the police pensioners that are unemployed live?—They are trying to eke out an existence—in fact some of them are in actual want in the town of Kilrush, and I am sorry to say that you would be ashamed to think that they were police pensioners.

3886. Mr. HEADLAM.—Are they able to take any employment?—Yes, if they got it. It is absurd to think of any Council in the county Clare giving a position to a policeman. If any man voted for a policeman in the county Clare for a public appointment on the Boards he would be shot that night. There is another thing against the pensioners, because the dominating power in the South of Ireland is the A.O.H., which are bitterly opposed to the police, and the class of people that would employ the police are leaving the country. Then the pension is so small that it is a great block to promotion, because a man finds that there is a great difference between his pay and his pension and he hangs on as long as he can.

3887. The CHAIRMAN.—And then you don't favour the idea of a man going out on pension at 25 years?—I would be in favour of 25 years, because I think a man who has given 25 years to the State is deserving of a decent pension.

3888. And yet you say that a man ought to stay on as long as he can because his pension is so bad?—He has to stay on because his pension is so small.

3889. I only point it out to you because there are two ways of looking at it—do you see?—Yes. As regards promotion. I am asked to recommend that the "P" system be abolished, and that some system between the "P" system and the county system be established instead. I would make the county examination hard and the other for the "P" men not so hard.

3890. Have you thought that out?—Yes.

3891. You would not get such good men exactly for the "P" and you would retard the promotion for the county?—Some of the witnesses suggested that the list be kept in the county, but I would not do that. I

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Constable MICHAEL O'SHEA further examined.

[Continued.]

would recommend the abolition of the rank of acting sergeant, and if not abolished, that after twelve months' service he should be promoted to the rank of sergeant.

3892. That would favour promotion?—Yes.

3893. Have you thought of this, that the constable would not benefit by that, because if the acting sergeant be promoted after twelve months' service the constable would not be promoted to the rank of acting sergeant until there was a vacancy after twelve months? Have you thought of it in that way?—No.

3894. Your object is to benefit the constable in the way of promotion?—Yes.

3895. I wish to point out to you that that would not be so. The acting sergeant would not be made until it was ascertained that at the end of twelve months there would be a vacancy for sergeant, or near it; do you see now?—I understand it, but at the same time, even risking that I say that after twelve months he should be promoted to the rank of sergeant, because it is not fair to keep a man in the rank as acting sergeant for a year and eight months and so on.

3896. You would rather let him stay a little longer as constable and then serve one year as acting sergeant?—Yes. I would go so far as that. There is no use in going into all these things about the increase in the cost of living; and as regards the class of recruits, I have seen recruits from time to time, and I have not the slightest hesitation in saying that they are a very inferior class, and there would be no chance of their being taken into the police some years ago at all.

3897. Mr. HEADLAM.—How are they inferior?—Physically and mentally.

3898. But we understand that the standard has not

decreased, physically or otherwise?—Yes, but a lot of them barely come up to the standard.

3899. And what about education?—Oh, they are not half as well educated as before.

3900. Do they come from a different class?—Well, they come from labourers now, and some years ago the great majority of them were all farmers' sons. The better class that do join only remain here until they are trained in the Depot and then they seek employment in the Canadian or Australian police forces, and they are lost to the State.

3901. Mr. STARKIE.—Are they of as good character or antecedents as those that formerly joined?—No.

3902. In what way?—They don't belong to as respectable a class as formerly. Some years ago they would not be taken into the Force at all.

3903. Mr. HEADLAM.—How many years has this been going on—this falling off in the standard of the recruits?—About six or seven years, since the cattle driving started in this country. It played the mischief with the police, and then the A.O.H. is doing all it can to prevent recruiting for the police.

3904. And apart from pay you think there is pressure exerted by this organisation to prevent people from joining the Force?—Yes. I thank you for the kind attention you have given me, and I would like to say in conclusion that if you do recommend an increase of pay—as I hope you will—I hope it will be retrospective, after the 1901 Commission we got nothing until 1908. I hope the same thing won't occur again.

3905. The CHAIRMAN.—All these statements will go on the notes, and they will be read by the people who have influence in that way, but our duty here will be confined to making a report as to what we think.

Witness.—Thank you, sir.

Sergeant JOHN BARRAGHY examined.

3906. The CHAIRMAN.—What is your Christian name?—John.

3907. What is your native place?—Tipperary.

3908. Your name is a little uncommon?—It is common enough in some parts of Tipperary.

3909. You are stationed in Kilkenny?—Yes.

3910. How long have you been in Kilkenny?—Four years in the county and four months in Kilkenny city.

3911. Where else have you served?—My first county was Mayo, and I spent two years there, and I went back to the reserve, and my next county was Queen's County; then I went to county Dublin, and back to Kilkenny.

3912. How long have you been sergeant?—Seven years and three months.

3913. What is your entire service?—21 years and 5 months.

3914. Are you a married man?—Yes.

3915. What family?—Five; the eldest will be eleven next week.

3916. Have you quarters in barracks?—No. I pay about 5/- a week for lodging and rates, 32/6 per year, payable half-yearly.

3917. And what section do you represent here?—The sergeants and acting sergeants of Leinster in conjunction with Sergeant White, who has already given evidence.

3918. You need not enter in great detail into the matters that have been already given here, but you understand that we don't want to stop you at all?—Yes. Sergeant White has already travelled over the matters, and Head Constable Daly has already travelled over the territory, and so I will confine myself to things that are not already touched upon. I am requested by the sergeants and acting sergeants of Leinster to demand an increase of 25 per cent. in our pay owing to the increased cost of living and the increased standard of living. Statistics have been so often given on these matters that I would rather now give my own personal experience as a married man. I lived in Abbeylax in 1903, and I have taken the items from a pass book at the time. I compare it with Kilkenny at the present time, and I will show you the difference in prices, and I will show you the expenditure per month of myself and my family exclusive of school fees, and so on. Coal per ton in

1903 was £1 1s. in 1914 in Kilkenny it is £1 10s.; butter was 10d. per lb. in 1903, all the year round contract price, at present it 1/4d.; flour per stone in 1903 was 1/6d., it is now 1/10d.; sugar 2/2d. per stone, it is now 2/4; tea has not materially changed except as to quality; flake meal 1/8d., now 2/4d.; American bacon 4½d., it is now 10d.; Irish bacon 6d., now 11d.; eggs 1/-—I struck an average for them as I often get them at 8d.,—the present price is 1/3d. a dozen; soap (tallow crown) 2½d., now 3½d.; paraffin oil 7d., now 9d. per gallon. These are all the items that I consider would be actual household goods required without going into luxuries.

3919. The CHAIRMAN.—Had you barrack accommodation in Abbeylax?—No, lodging at 3/6d. a week, or 14/- a month, instead of 5/- a week now, and exclusive of rates.

3920. Mr. HEADLAM.—You had a smaller family then?—Yes, but the house I had in Abbeylax was larger than the one I have at present. The sum total of my expenditure for myself and wife and family is £8 0s. 7d., and my pay £7 10s. 2d., with 10/- for weights and measures, so that I am 5d. on the wrong side exclusive of the incidentals, school fees for children and clothing and things like that, which come from other sources.

3921. Mr. HEADLAM.—School fees for secondary education: are not the ordinary schools free?—The convent schools, to which the girls go, are free, but the Christian Brothers, to which my boy goes, are not. I pay 2d. for a boy who is 11 years next March, and it is paid according to the class he is in. When he is moved into the 5th class I'll be paying 3d. for him.

3922. Mr. STARKIE.—Do you prefer to send your boy to the Christian Brothers' Schools than to the National Schools?—There are only children going to the National Schools there who are under eight years of age (boys).

3923. Are there not classes there for boys up to 14?—No, except the Christian Brothers. There's the Butt Schools which are schools for the poorer classes. There is the National School for girls, and two Christian Brothers' Schools—the De la Salle Brothers and the Irish Christian Brothers. I don't think it is necessary for me to go any further into that. Well, now, as regards pensions. I have been requested to

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Sergeant JOHN BARRAGRY, examined.

[Continued.]

ask that the pensions should be calculated on the pay and allowances to which a man would be entitled at the time of his discharge, the allowances being the lodging charge and boot allowances.

3924. Mr. HEADLAM.—Just these three allowances?—These three allowances in particular.

3925. The CHAIRMAN.—I notice that you say "the allowances to which he is entitled at the moment of his discharge"?—Yes, according to his rank. For instance, in my own case: I am a sergeant, and I never drew £80 12s. in the Force; it was obsolete in my time; and if I retired at 26 or 27 years' service my pension would be struck at the rate of £80 12s. instead of £83 4s. I consider that an injustice to the sergeants. The same rule would apply to constables.

3926. And you think that a man ought to be pensioned at the rate he is drawing at the time of his retirement?—Yes.

3927. And you said on the pay and the allowances that he might be drawing at the time of his retirement?—Yes.

3928. But every man doesn't draw charge allowance, and if a man doesn't draw lodging allowance you might have many scales?—I would only have two scales.

3929. What are they?—If a man is married and has a charge allowance, the lodging to which he would have been entitled had he not been in charge should be added to his pay, and in a similar way if a man is married and not in charge, the charge pay should be added also as if he were in charge.

3930. You consider that a man should be pensioned on the pay and allowances which he drew at the time of his retirement?—Yes, and I have added these allowances to which he was entitled. These allowances are for charge allowance, boot allowance and lodging allowance.

3931. If he is a single man he is not entitled to lodging allowance, and if he never had charge would you give him charge allowance?—Yes, because he is considered to take charge should occasion arise.

3932. Mr. STARKIE.—And if you wanted to retire at 25 years' service you would have to retire on the scale of pay under the provisions of the 1883 Act?—Yes.

3933. The provision in the 1908 Act was not a novel one?—Yes; but we consider it very unfair. It is like fixing a pension for a man on a pay that he never drew. There are many cases when a man would wish to retire before that and instead of going off on the pay that he has he is practically reduced.

Mr. STARKIE.—That is so

3934. Mr. HEADLAM.—What would prevent a man from staying on to get promotion and then retiring the moment he got promotion, and giving no service at all in the new rank?—That would depend upon particular cases. A man might be very delicate or suffering on or creeping away.

3935. You say that if he is three years in the ranks and drawing the same pay he should be pensioned on that pay?—Yes. I have been also requested to ask that the sergeant's maximum should be reached at three years instead of four, as at present.

3936. Why is that?—The fact of a sergeant being three years in the ranks keeps him very long out of his maximum pay, which carries only two shillings a week; and if a man is pensionable at three years in the ranks I think he should reach the maximum of that rank then. A lot has been said here as regards the abolition of the "P" list. My idea is that promotion should be made from sergeants to head-constables in two classes—and these two classes would be a "P" examination, including County Inspectors' clerks, and the seniority class, as at present. I said the County Inspectors' clerks, because they have passed the "P," the same as in the county, and they are on the list, and they are eligible for promotion after 6 years' service in a C. I.'s office; whereas the man who is to all intents and purposes a better man is round the country doing all the hard work, and he is not eligible unless he gets the "P" nomination and passes a competitive examination, and I fail to see what right the County Inspector's clerk has to get promotion any more than the "P" man, unless he is fit for competition.

3937. The CHAIRMAN.—He is a "P" man?—Yes.

3938. But he is generally a "P" man that has not succeeded in getting a place?—Yes.

3939. And you say that he occupies the same position as the other man, who didn't get a place, and who remains on the seniority list?—You mean on the examination for head constable?

3940. I mean on the promotion to sergeant?—Oh, certainly, sir, they do.

3941. The "P" man who does not get a place goes on the ordinary seniority list for constables?—Yes.

3942. And your idea is that there should not be an exception made in the case of the County Inspector's clerk?—Yes, with regard to the examination from sergeant to head constable.

3943. Oh, it is promotion from the sergeant to the head constable?—Yes.

3944. Mr. STARKIE.—You are speaking of County Inspectors' clerks who are sergeants?—Yes; and when they go in for the examination for head constables, I hold that that should not qualify them for that rank of head constable unless they go up and stand an examination with the other "P" sergeants who obtain it by competition.

3945. The CHAIRMAN.—You would make them compete?—Yes; I would have no special examination for them.

3946. Mr. STARKIE.—Are there marks for favourable records at the examinations?—Yes, there are ten marks for favourable records, first class.

3947. And the County Inspector's clerk would not benefit by that?—Take a Belfast case. A sergeant is entitled after three years to a favourable record—a first class record for keeping accounts or such.

3948. Not a first class record?—He gets a record and has a better chance of getting records, and he goes up and gets in before a man that comes up from the back of the mountains in Mayo. He stands his examination and notwithstanding that the man from the bog is a better man the other has the records, and suppose I beat him by nine marks he has ten marks for favourable records, and he beats me by one.

3949. And you think that records ought not to be taken into account at examinations?—Yes, C. I.'s clerks and "P" sergeants should stand on their merits; with regard to the rank of acting sergeant I would suggest that he should be promoted after one year's service in the rank. Of course, to all intents and purposes he is a sergeant, he performs the same duties as are performed by the sergeant and often he has more duties, because in a headquarters station the acting sergeant has often to do orderly work, which the sergeant never has to do.

3950. Mr. HEADLAM.—Do you say anything as to the promotion of constables?—No, except that I would make a rule with regard to the "P" system although I am a "P" man myself, that seven years should be fixed instead of five.

3951. What about having the promotion from constables to sergeants all over the country, and not confined to any county?—I think it would be much fairer to the constables and put them on an equality. In the large counties like Cork the promotion is fairly early. The change would equalise promotion. I would suggest that the constables should pass an examination before the County Inspectors as at present, and then the names be sent to Dublin Castle, where the promotion should be made the same as the acting sergeants.

3952. The CHAIRMAN.—Do you mean that the list of the men should be sent up without any observation as to who was first or second or third?—Yes, and according to seniority.

3953. And let them take promotion then as they take it on the "P"?—Yes.

3954. What else?—Well, now I come to lodgings. I have been requested to ask that lodging allowance of £12 per annum be granted to sergeants, and where the children of a sergeant in charge of a station, or a head constable, be required according to the regulations to leave the barracks that they receive the allowance.

3955. Mr. HEADLAM.—Until what age do you think the State ought to provide accommodation for the children of married sergeants?—I would say up to 15 years. If you take the ordinary policeman's child, he is not fit for anything until he is 18, and they don't

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Sergeant JOHN BARRAGRY, examined.

[Continued.]

go but practically until that age. The police authorities themselves don't think a boy fit to join the Force until he is 18.

3956. The CHAIRMAN.—You know that the present period can be extended by the permission of the Inspector-General?—Yes, but they don't apply, and I have known a case where application was made and where they got six months, and they applied again and got another six months, and that is one year's extension. And I have known a man to get two years' extension, and the case of a man with a daughter who got an extension of twelve months, from 16 years to 17, and I suppose he will apply again.

3957. Mr. HEADLAM.—Don't you think a girl ought to be able to get employment at 17?—Well, no; it is a most dangerous age for a child. A boy at 17 is at a most critical age, and if they are sent out to the lodging at 17 it is not possible for the sergeant or the mother to see that they have actually gone to the lodging, and consequently they are almost thrown out on the world. If any father or mother cared at all that would be the time when they would be most cautious.

3958. The CHAIRMAN.—At any rate you ask 18 for both boy and girl?—Yes.

3959. But there is power now to obtain that under special circumstances?—I am aware of that, on application; but I would prefer to have it done and to save the application. There are a good many questions to be considered and stated. On the question of allowances, I won't go very much into them, as they have been gone over already. I am to recommend that the boot allowance be increased to 40/-, owing to the increase in the price of leather. I have found that, in calculating the price, the price of leather has gone up by 5d. a pound since 1903. I have priced some small children's boots that I get sometimes and I find that the increase is 30 and 40 per cent. in all cases. Cycling is a matter that is scarcely worth touching upon, because very few indeed are affected; but there is one point and that is that you must go eight miles before you are entitled to an allowance. That might be four out and four back, but as a rule cycles are always taken in lieu of cars, and I contend that when a cycle is necessary at all it is only taken by order of the head constable or sergeant when he sees that there is a necessity for the cycle, and I contend that if it be taken at all mileage should be paid from the barrack door, the same as for a car.

3960. It really means that the cycle allowance should be paid at so much a mile when ordered to be taken on duty?—Yes.

3961. Mr. HEADLAM.—How much?—The mileage is small, 1½d. in summer and 2d. in winter. Of course there would be some special allowance in some stations, but on occasional duty I consider that the 1½d. and 2d. rate is very small. The country roads are very bad in the winter and you want to get a pair of tyres every winter. I suggest that it be increased to 3d. in the winter and 2d. in the summer.

3962. The CHAIRMAN.—Would you say that the sergeant or head constable should order the use of the cycle?—Yes, the sergeant or head constable would see the necessity for the cycle and would order it.

3963. Mr. HEADLAM.—And you say that the allowance should be increased and should be given from the barrack door?—Yes.

3964. Mr. STARKIE.—On certain duties?—Yes, on duties prescribed by the head constable or sergeant in charge.

3965. But suppose a constable went a mile away to get a summons signed?—Oh, I would not consider that would come into it, because he could walk it.

3966. The CHAIRMAN.—I take it that it is not intended by you to interfere with the ordinary discharge of duty on foot?—No.

3967. Mr. HEADLAM.—You know that there are cycling allowances of a penny a mile?—No, I am not aware of that. Well, as to subsistence allowance, we say that it should be 1/6 for eight hours and 2/6 for twelve hours, and that the nightly allowance be increased from 3/6 to 5/-. That is owing to the

increase in the cost of living all round; 3/6 is practically useless and a man is always out of pocket on that, particularly in late years.

3968. The CHAIRMAN.—Where were you last on detachment duty?—In Portadown, nearly four years ago, and I haven't been on detachment duty since.

3969. What did you pay in Portadown?—We paid variable rates, because one time we were confined to straw lodgings in the Town Hall, and when a theatrical company came we were taken off to lodgings and when the company went away we returned to the Town Hall. When we were in the straw lodging it cost us from 3/6 a day, and when we were out at the lodgings it cost us 4/6. Then I come to pensions. We say that the pensions allowed to a widow whose husband dies while serving be increased to £20, and that a pension be given to the widow of a pensioner irrespective of the time that he dies, such pension to remain in force until she marries again, and also that there be a pension to the children until 18 years, the same as in the other cases.

3970. Mr. HEADLAM.—You mean that suppose a pensioner of 70 dies and the widow lives till she is 80, in these ten years she is to draw a pension?—Yes, because I consider that she is worse off in that particular time. She is too old to do anything to try to maintain herself, and I think she is a greater object of charity at that time than any other time.

3971. The CHAIRMAN.—You don't consider that this should be given in the case of a pensioner who marries after he leaves the Force?—No. They are too old-fashioned to marry then.

3972. Well, now, sergeant, you spoke about the children being allowed in the barracks until they were 18 and you preferred to have a rule made to that effect instead of application having to be made?—Yes.

3973. And I was reminding you that the circumstances of each barrack should be taken into account as regards the retention of children beyond a certain age?—Yes.

3974. Supposing this were made a distinct rule of 18 years, and that the circumstances of the barrack did not permit of children being kept until 18, I suppose the only alternative would be to turn the family out and allow them to go into lodgings—would you prefer that?—That might do, but I would be inclined to think myself that if the circumstances permitted a child of 16 to remain in the barracks it would not matter about two years.

3975. It is not particularly the accommodation of the married family, but you have to take the circumstances of the single men into account?—That is what I took into account when I wanted them to be kept in the barracks under the eyes of their parents. What I wish to prevent is the single men meeting them outside.

3976. The CHAIRMAN.—I was not thinking of single men in that way at all.

Witness.—Oh, I beg your pardon.

3977. The CHAIRMAN.—I was speaking of the single man, for whose accommodation the barracks are primarily intended.

Witness.—I think that the extension of the two years to the children would have scarcely any effect. I next come to the transfer expenses, and we say that transfer expenses should be given to policemen's children until they attain the age of 18 years. There is one more point that I will trouble you with, and that is with reference to the Food and Drugs Acts, which were very deeply gone into yesterday. It is needless for me to say anything beyond what you have already heard from Mr. Moriarty, but there is a lot of clerical work in connection with this business of inspectors, of whom I am one myself, and it is not really the out-of-door work, but the work when we are at home and the out-of-pocket expenses. I have to take a car when I go out for samples, and I must strike a reliable man or my samples might get broken, and if I break my samples I have to pay for them myself. I have to take three of each, as you know. It is very mean to take these juries out for a day without giving them a tip or a drink, and—

3978. The CHAIRMAN.—Do you mean to convey that when you engage a car from a man the voucher that be

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Sergeant JOHN BARRAGRY examined.

[Continued.]

signs doesn't include that?—No, it doesn't include the refreshments and the expenses on the road that you lost on him.

3979. Mr. HEADLAM.—Who do you claim this money from?—From the county authority, subject to our own regulations.

3980. The CHAIRMAN.—How would you propose to meet that?—By giving a small allowance to the man for the work. For instance, the Corporation of Kilkenny pay a man £100 a year for taking samples. I have nothing to do with the city of Kilkenny at all.

3981. Mr. STARKIE.—And is he the Inspector?—He is employed by the Urban Council or Corporation.

3982. Do you know of any other case in Ireland of that kind?—No, but I know of Inspectors appointed by the Department in Dublin who are sent round to the country.

3983. The CHAIRMAN.—That is for seeds?—No, for butter.

3984. What proportion of samples that you take result in prosecutions?—Oh, it would be hard to estimate.

3985. How many prosecutions?—About five per cent. They are very light.

3986. You take samples and send them up to Sir Charles Cameron?—Yes; the samples are in three parts, and I send portion to Sir Charles.

3987. And the County Council pays for the samples?—Yes, they pay for everything. They pay for the car and the box, and everything. We have a lot of clerical work to do with the business.

3988. Do you get extra pay for this?—No, sir.

3989. Mr. HEADLAM.—Who does your work when you are away on this?—The senior man in the station.

3990. And they don't give you an extra sergeant in the station?—No.

3991. Mr. STARKIE.—What allowance do you suggest that the County Council should make?—I would suggest the same as the Weights and Measures—£6 a year for the Food and Drugs Acts as a standing salary. I don't think that would be exorbitant.

3992. Mr. HEADLAM.—Do you do the Weights and Measures too?—Yes.

3993. The CHAIRMAN.—How many Petty Sessions districts have you?—Two at present, but I spent six weeks in Kilkenny city continuously at Weights and Measures, and as yet I didn't finish. That was on the main portion of the work. Then there are the glass measures—people would be coming to me about

them, and I would be available for them all the week.

3994. Mr. HEADLAM.—How long does the Food and Drugs work take you in the year?—About 4½ days; but, needless to say, I have not the city of Kilkenny.

3995. The CHAIRMAN.—Is there any rule laid down as to how frequently you are to discharge this duty of the Food and Drugs?—No, sir.

3996. You do it at discretion?—Yes. If any party comes to me to report that they have any doubt about any stuff. In Kilkenny city it is the Food and Drugs officer that deals with them. I am to join in the compliments paid to the Commissioners by previous witnesses, and to say that we have very great confidence in the present Committee of Inquiry.

3997. Mr. HEADLAM.—One of the witnesses from Kilkenny said that the number of stations had been decreased there?—Yes, that was before my going to the County Kilkenny.

3998. Have there been more prosecutions?—The prosecutions are on the decline. With regard to the fisheries at Graigue-na-managh, there are weirs there, and the King's Gap is in the centre of the weirs. People set bag nets or drum nets at this weir when the water is low for the purpose of catching salmon, and when these nets are down there is not a salmon that can pass through. The men that put these nets down are more afraid of the police than of the bailiffs, and you have to look for them in plain clothes, and use all the strategy you can. You have to take off your boots and double up your trousers, and to go along the top of the weir to see if the nets are there at all, and if they are there you may possibly lie in concealment for two or three hours in the hope that some of these parties might raise the net. There have been some prosecutions, and I got eleven of the nets myself.

3999. The CHAIRMAN.—Were there any prosecutions in that case?—No, sir. The parties are very cautious. They take dogs with them that they have trained to tell when the police are coming, and when the dogs bark the men move along, and ask you such questions as "Did you see any cattle around here?" and so on, in order to hide their real business.

4000. Mr. HEADLAM.—There has been a good deal of activity on the part of the police in that way?—Yes. I have been myself out six nights out of seven on that work. There is only one thing more, and that is that I would ask that when our demands are considered the recommendations should be dated from the Inquiry.

Constable PATRICK HICKSON examined.

4001. The CHAIRMAN.—What is your Christian name?—Patrick.

4002. Where are you stationed?—At Rathmullen, Co. Donegal.

4003. On Lough Swilly?—On the West shore of Lough Swilly.

4004. How long are you there?—About two years. I have been in the county about five years.

4005. What is your service?—Twelve years. I have served in the County Londonderry for seven years.

4006. Are you married?—Yes.

4007. What family have you?—I have four.

4008. Have you accommodation in barracks?—No.

4009. What do you pay for rent?—I pay £12 a year.

4010. What is your native county?—I am cosmopolitan. I was never seven years in any county.

4011. Yes, but you were born in some county?—I was born in the County Sligo.

4012. Whom do you represent here?—I represent the constables in the Donegal Force.

4013. And I suppose you have conferred together as to what you are to present to this Committee?—Yes. I was in correspondence with the delegates of the County, and we have formulated our demands.

4014. You have been at this Inquiry for several days?—Yes, and there doesn't seem to be much for me to say now, because my County Inspector has put the case as well as any other person.

4015. And you agree with what Mr. Roberts said?—Yes.

4016. And you don't believe you could have said very much more?—No.

4017. If there is anything that you are personally acquainted with, and that you are willing to deal with, you might let us know?—Well, the constables of the Donegal Force regard the lodging allowance—

4018. Perhaps I will take you over the different headings, and you will answer me if there is anything particular in your ease. First of all, in regard to pay you agree with what has been said before?—The constables that I represent emphatically state that any increase of less than 7/- a week for all grades will not have the effect of abating the discontent in the ranks of the R.I.C.

4019. Then as to the lodging allowance?—That is only a secondary matter with them. They took into consideration the cost of the rent and the lodging allowance, and they insist that the allowance should be brought up to the average rent of the county, which is £10 16s. 8d. per year.

4020. That is the average for the county?—Yes, and consequently they say that it should be made that or double the present allowance.

4021. And then as to the subsistence allowance?—With regard to the subsistence allowance, we don't get sufficient. For my experience the Force in the County Donegal is practically a reserve Force for the remainder of the counties in the North of Ireland, and we are very often on detachment duty.

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4022. And what do you think the night allowance of 3/6 should be?—It should be 4/6 for constables, and in proportion for head constables.

4023. Mr. HEADLAM.—How often were you on detachment duty last year?—I have a list here showing the detachment service for years past.

4024. The CHAIRMAN.—Give us last year?—I prefer to give it in this way:—Detachment duty in July, 1909, 4 days; anniversary duty in Donegal town, that was within the county, but it was practically detachment duty, and December, 1909, four days at Dungannon (Parliamentary business); March, 1910, the men in station were away on election and Assize duty, and that left only one or two men in the station; July, 1910, two men were away from the station on anniversary duty; December, 1910, two men on detachment duty at Derry for 4 days; 1911, months of March and April engaged on Census duty, three men in the station on agricultural statistics; June, 1911, detachment of the County Donegal Force in Dublin, strike duty; 1911, detachment in Derry on the 18th December; in 1912, on detachment duty in Derry; on 17th March and 12th of July, and at the end of 1912 there was a detachment in Derry on the Foot-and-Mouth Disease of cattle; in 1913, January election duty in Derry, 14 days; in 1913, August demonstration in Derry, and they were 5 days in Derry that time, when there were two police shot; in September, at Lifford, several days' absence.

4025. Mr. HEADLAM.—What is the strength of the present station?—There are only four constables.

4026. And how many sergeants?—One sergeant and one head constable and District Inspector. We are two constables under strength. We are 50 constables under strength in Co. Donegal at present. In 1914, January, there was strike duty in Derry, and in 1913, April and May, there were three constables from the station at the strike in Sligo. That is all that I can recollect, but the same applies all over the County Donegal.

4027. The CHAIRMAN.—Well perhaps you will go on in your own way, and tell us what you desire to put before the Committee?—I have made out a table representing the amount of rations required for the support of a single man in the R.I.C., and it works out at something similar to the army:—1/8 $\frac{1}{4}$ per day for rations or £2 12s. 5 $\frac{1}{2}$ d. per month rations. Then add the cost of cooking, washing and papers and fuel and soap, and that kind of thing, and it will amount to something like £3 2s. 6d. per month or £37 10s. a year. The amount of necessities is made as moderate as possible, and comes to 10/8 a month or £6 8s. a year, making the total £43 18s.; and then if you allow for plain clothes and overcoat and dress boots and hat and tie, etc., 7/3 per month or £4 7s. a year. The deduction for barrack rent is £2 12s. 0d. His average pay for the first seven years is £54 12s., and his allowances £1 6s., making £55 18s., and if you take £50 17s. 1d. from that you arrive at £5 0s. 11d., which he has in hands at the end of the year, and that is provided he doesn't spend anything, or send anything home to his parents, or take out an insurance policy on his life. My expenditure in the month comes up to £8 3s., including rent, coal, oil, beef, bacon, candles, butter, eggs, milk, sugar, bread, flour, flaked meal, potatoes, clothing, and so on, and I am not living in any way beyond the standard that is shown in page 300 of the Board of Trade returns, which shows that the ordinary wage for the working man is between 25/- and 40/- a week.

4028. The CHAIRMAN.—Your expenditure works out at £8 3s. a month?—Yes, and my gross pay only comes to £71 in the year, leaving a balance to be made up of about £25 or thereabouts. Of course, that comes from other sources that I needn't mention. With regard to the pay which I am now receiving, it is quite inadequate to maintain my family and myself in anything like the standard of comfort and of living which was enjoyed by men in my position some fifteen years since, and which at the present time obtains with the members of the police Forces of Great Britain, whose pay (as has been shown by evidence previous to mine) has increased by a very material percentage. I can show after I deduct the amount

of expenditure on clothing, rent, and fuel, for myself, wife and children from my net pay and allowances that I have to subsist on approximately 8d. per day, or 4/8 worth of rations in the week; my wife on 6d. per day, or 3/6 per week; my three children, 8d., or 4/8 respectively, or a total for all of 12/9 per week. How a senior constable can contrive to clothe and support a family of, say, seven or eight on a pay exceeding nine by 2/- per week, and keep up the respectability which is expected of him, makes me think seriously if it is worth remaining in this position when the Colonies afford an escape from the constant strain put upon body and mind in endeavouring to maintain myself and family in that standard of life which is expected of us. It may be interesting to mention that under the Australian Commonwealth there is a minimum wage for public employees of £110 per year below which no person under 21 years of age must be employed. A substantial increase to our pay is the only means of satisfying our needs and aspirations. Included in the desired standard of life is much more than the supply of adequate food, clothing and housing. Health, leisure, education, provision against sickness and accident, freedom from anxiety about employment and the future, are equal constituents of the standard of living. Pope Leo XIII. meant by a living wage "sufficient to support a frugal and steady workman." "For," said His Holiness, "if the workman compelled by his needs, or influenced by fear of worse evils, agrees to harder terms, which he must unwillingly accept because the master so insists, he becomes the victim of force that justice condemns." The young men have asked me to mention to you about the deduction of 1/- a week that is made for lodging in barracks. If the 1/- a week is deducted from them they should be afforded some value for it, and they should be afforded barracks servants to be provided by the Government, and more comfortable beds. I have already referred to the subsistence allowance, and with regard to the promotion question I say that there should be a general promotion list, and that the men should be promoted by seniority from the general list. They also wish to have the time when they can compete for the "P." changed to 7 years, and to modify it also in such a way that it would not altogether be a competitive examination, and that the examinations should be substituted by a qualifying examination for the purpose of giving the men that would not be brilliant enough to compete with their fellows a chance of promotion to the rank of sergeant, and that for the purpose of promotion to the higher ranks from that of sergeant, competitive examinations might be formed then.

4029. The CHAIRMAN.—And you think that the "P." examination should not be permitted until the man has seven years' service?—Yes.

4030. And that it should be a qualifying examination of a high standard, and not competitive?—Yes. Well there is another matter here a very important point that they wish me to put forward, and that is that the maximum pay should be reached at 12 years' service. A man should have attained his highest efficiency at this stage, and in order to encourage him to maintain it, should he not be fortunate enough to get promoted, a merit mark or record carrying with it a commensurate reward of 2/- per week after 18 years' service. As regards the pensions and gratuities to widows and children of deceased members, these should be more provident. I think that the widow of a man who is wiped out in the service is by every right entitled to two-thirds of his pension until such time as she could get into a better position.

4031. And the next thing?—Of course, with regard to the payment of the barrack servant by the married men, I have been requested to put forward that on account of their not using the barracks so much, it is unfair to have them contribute to this purpose something between 1/6 and 2/- a month.

4032. That is towards the barrack servant?—Yes. We think that should be done by the State. As regards the necessity of cleaning up, we do all the outside work, but we consider it is not fair to be made contribute to the upkeep of a servant for cleaning the

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barracks in which we practically only pass the night. The general public utilise it as much as we do. That is all I have to put before you, gentlemen. The chief thing that we go in for is increase in our pay. Of

course, some of them talk about allowances being made pensionable, but that is only pursuing the shadow and losing the substance.

The CHAIRMAN.—Thank you.

District Inspector THOMAS NEYLON examined.

4033. The CHAIRMAN.—What is your Christian name?—Thomas.

4034. You are a District Inspector?—Yes.

4035. How long have you been a District Inspector?—Three years and five or six months.

4036. What service have you?—Nineteen years and nine months.

4037. You are stationed in Westport?—Yes.

4038. How long are you there?—Two years and three or four months.

4039. You have come here to give us some information with regard to non-commissioned officers and men generally?—I think I can speak for Mayo, and for Connaught on behalf of the men and the non-commissioned officers.

4040. Now perhaps you will go on in your own way?—Yes, I have made some notes. As I have already mentioned, I am in charge of the Westport district for two years and three months. The district has 1 head constable, 10 sergeants, 41 constables. Of these 7 sergeants are in charge of stations, and there are three sergeants at Westport, where a head constable is in charge. Although there are three sergeants at this station it is very seldom that more than two are available for duty, because one sergeant is taken up for a great deal of his time with Weights and Measures and Food and Drugs duty, and then another is very often acting as substitute for sergeants on leave.

4041. Mr. HEADLAM.—You find that sergeants and constables take their leave?—The married men nearly all take their leave, because they take it at their lodgings when their wives or children are ill.

4042. That is a month in the year?—Yes.

4043. And it is the rule that every sergeant and constable gets it?—Yes: most of them avail of it, but great many of them remain at their lodgings. Recently I communicated confidentially with all the County Inspectors and District Inspectors of Connaught, who were good enough to give me the prices on 1st January, 1914, as compared with the 1st of January, 1901, of the principal articles of household consumption. I may mention that I did not consider it necessary to make inquiries regarding the prices of articles prior to 1901, as the Commission of 1901 dealt with the condition of things that existed since the previous Commission held in 1882. As a result of the 1901 Inquiry recommendations for increased pay and allowances were made and given effect to. I have made minute personal inquiries regarding recruiting, and the conditions and prospects of R.I.C. pensioners, and I have gone very carefully into the expenses which single and married members of the R.I.C. have to incur in meeting the reasonable expenses of their class of life. As a result of my inquiries, I am of opinion that the present rate of pay is not sufficient to attract to the Force, and retain there the excellent class of recruits who, some years ago, were willing and anxious to join the Force. From the County Inspectors' returns it appears that in Connaught, during the three years ending 31st December, 1901, 806 candidates were registered, as compared with 618 candidates for the three years ending December 31st, 1913. This means a falling off of 23 per cent. In the former period 713 candidates were registered first-class, while in the latter period only 467 were so registered. This is equivalent to a falling off of 34.5 per cent., which proves the inferiority of the candidates in the latter period as compared with the former.

4044. Mr. HEADLAM.—But even your second-class candidates were up to the conditions laid down, physically and mentally, and so on?—The point I want to make is this—that of the number of candidates 806, 713 were registered in the first period as first-class, while in the second period only 467 were registered in the first class, and that shows the inferiority of the

candidates who presented themselves in the latter period.

4045. You have not made any reduction of your standard, and you have merely got a larger proportion of candidates who are not above the standard?—I am not aware of that. That rests with the County Inspectors. I know that the authorities have been very anxious for some time past to get candidates, and I have myself sent some candidates to the County Inspector that I would not send some ten or fifteen years ago.

4046. The CHAIRMAN.—I was going to ask you how do the 713 that were registered as first class in the 1901 period compare with the 467 that were registered for the other period of three years?—My own experience is, that the 467 didn't come up to the same standard as the 713 in the former period either from an educational point of view or in the matter of physique.

4047. That is to say that it is easier for a man to be first-class candidate in the latter period than it was in the former?—Yes.

4048. Mr. HEADLAM.—And my point is that all these are above the legal standard?—Yes. I am inclined to think that County Inspectors send on candidates now, and recommend them that they would not be inclined to recommend if they had a sufficient number of better candidates.

4049. Do you advertise for candidates?—No, not exactly, but we inquire and canvass for them, and I have done it myself in the district of Westport.

4050. Formerly you had people coming of their own accord?—Yes. I believe that the falling off in the number and the inferiority of the present class of candidates are due to the inadequate pay of the R.I.C. as well as the steady improvement in the conditions of the classes that supply recruits. Owing to the operations of the Land Purchase Acts, the condition of the small farmers has very much improved. Quite a large number got enlarged holdings and new houses, and many of them have told me that their sons could be more profitably employed on their farms than in the R.I.C. One thousand five hundred new houses have, within recent years, been built in the County Mayo for that class of people, and 30 acres of land, on an average, is attached to each house, and the average rent is £11. That has improved the condition of the small farmer very much. The condition of the labouring class has likewise been very much improved in recent years. Some counties are studded over with labourers' cottages. The cottages are clean, sanitary, and well ventilated, and are let at a small rent. The labourers and their grown-up sons and daughters can get constant and remunerative employment in the locality where they live. What with the wages now paid to labourers and the piece of land attached to the cottage—the home of the industrious labourer is a bright and cheerful one. Since 1901 the wages of the agricultural labourer has increased by 50 per cent. in many places—viz., from 10/- to 15/- per week, and the wages of tradesmen by about 20 per cent. I have here the rates of wages in and around Westport as paid in 1901 and 1913.

4051. The CHAIRMAN.—As regards the labourers' cottages in what districts have labourers' cottages been built by the County Council?—Well, as for the County Limerick and the County Clare I am aware of it myself.

4052. But in Mayo?—There are not so many as in other counties that I have served in.

4053. In Mayo the 1,500 houses that you have described are houses that have been built with some assistance from the Congested Districts Board or the Estates Commissioners?—Principally from the Congested Districts Board.

4054. And, therefore, these houses have more or less relieved the County Councils from the necessities of

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[Continued.]

building a great many labourers' cottages?—Well, of course, the County Council would not build houses for the small farmers, for whom these houses were built, and the Congested Districts Board won't build houses for the labourers.

4055. And the labour is done in the County Mayo by the small farmer and his family?—Yes, you have not many labourers in the strict sense of the word in County Mayo.

4056. Mr. HEADLAM.—They are strictly migratory labourers?—Yes.

4057. Mr. STARKIE.—I know that up to 1905 there were no labourers' cottages built.

Witness.—Very few.

4058. Mr. STARKIE.—The Congested Districts Board have purchased land and built houses and have changed the face of the country?—Yes. I give some prices of labour in and around Westport; first, in 1901, and then, in 1913. They are as follows:—Carpenters, in 1901, 25/- per week; now 30/- per week; 36/- for casuals. Masons, 27/- to 31/- per week; now 32/-, 36/-. Painters, 35/-, 2nd and 3rd, 25/- to 31/-; now 40/-, 2nd and 3rd, 30/- to 36/-. Slaters and plasterers, 31/- per week; now 36/- per week. Dock labourers, 3/- to 4/- per day; 4/6 at coal; now 5/- to 6/- per day; 7/- at coal; work four days per week on an average. Factory sawyers, 20/- per week; now 22/- to 30/- per week. Factory labourers, 12/- per week; now 12/- to 16/- per week. Carters, 10/- to 11/- per week; now 15/- per week. General shop and yard labourers, £8 to £9 per annum, and board, etc.; now £15 to £16 per annum, and board, etc. Bakers, 5/6 per day; now 7/6 per day. Drapers and grocers' apprentices, £20 to £25; now £30 to £40. Gardeners, £70 per annum; now £80 per annum. Coachmen, £55 per annum; now £65 per annum. Lord Sligo's general labourers, 10/- per week; now 15/- per week. Plumbers, 6/- to 8/- per day; now 7/6 to 10/- per day. Westport U.D.C. labourers, 10/- per week; now 15/- per week. Migratory labourers, from 1st June to 31st October, can save £14, and from 1st April to 31st October, £21 to £25. Railway clerks, £78; now £100. As regards the migratory labourers, of course, they have work at home in addition to their earnings abroad.

4059. Mr. HEADLAM.—The sums you give seem larger than the money they could have brought home ten or twelve years ago?—I have made inquiries, and they say they can save more now. As regards the they say they can save more now. As regards the railway clerks, I was told by the stationmaster at Westport when coming up that the increase was general. The prison warders got an increase of £10 in 1908, and they expect 20 per cent. increase next month. Employers tell me that recent legislation has very much improved the condition of the working classes as regards injuries received in the course of their business; as regards enforced un-employment, and as regards illness and ill-health, as well as the Old Age Pensions.

4060. Mr. STARKIE.—The insurance against unemployment refers to a very limited number of trades?—Oh, I think it refers to all trades.

4061. No, only insured trades.

4062. Mr. STARKIE.—It is limited to certain trades.

Witness.—If a tradesman works at certain periods of the year and he is out of employment through no fault of his own, he can draw 7/- a week for a specified time.

4063. Mr. STARKIE.—That is under Part II. of the Insurance Act?—Yes; and, of course, under the other part of the same Act a man who is unable to work gets 10/- a week for a considerable time and 5/- a week after, provided he has been insured. The next point I come to is the pay of a constable of four years' service.

4064. Mr. HEADLAM.—Will you tell us about the candidates and the class they come from?—Yes. The candidates that come in in the County Mayo come from the small farming class, as a rule.

4065. And do they come from the same class now?—Well, it is practically the same class, but those whose condition has been improved would not join now.

4066. But it is the same class?—Yes; but it is not up to the same standard. As a rule, we have the standard of living raised: they have improved houses, etc., and that class will not join now. The class that join now is the class whose condition has not so much improved as those that get the new houses and the land.

4067. But they are all small farmers?—Yes.

4068. There is a class of smaller farmers than those that have got the cottages and the land?—Yes. I come now to the pay of the constable of four years' service. A single constable of four years' service has a net income of £56 6s. 0d. I have prepared an estimate of the annual expenses of a constable stationed in Westport district, which is about the cheapest in County Mayo. His expenses amount to £46 8s. 6d. or thereabouts. This amount includes an average sum of £2 12s. 5d. for life insurance. This however, is a productive payment, so that the actual expenditure may be put down as £43 16s. 1d. In County Mayo, where a policeman necessarily leads a dull life, owing to lack of amusements of any kind, a constable of four years' service can save from £9 17s. 6d. to £12 9s. 11d. Owing to the increased cost of living since 1901 a single constable's expenses in Westport district have increased by £5 6s. 0d. In other districts in County Mayo and in Connaught the increase is much higher. The sum thus saved is too low to retain in the Force young, active, and intelligent constables. And I believe that accounts for a good many of the resignations. That is based on the list I have made out, and it is on a very low scale. As regards a married constable of twenty years' service, I am satisfied that his present salary is not sufficient to maintain him in that condition of comfort and independence that is essential to the efficient discharge of the duties of his position.

4069. Mr. HEADLAM.—How long is that the case?—Since 1901.

4070. Since 1901?—Yes. I would say that the condition has changed a great deal with the increased cost of living—probably within the last five or six years. Of course, I take it that the rate of pay in 1901 was sufficient to meet his then necessary expenses, and I am only dealing with the period from 1901 to the present. The pay, which would be sufficient in 1901, would now be entirely inadequate. This is due (1) to some extent to the general rise in the standard of living during the past 13 years; (2) principally to the increased cost of living. The prices of the principal commodities of ordinary household consumption have increased during the period referred to. I think you have got quite enough of these prices, but I have the actual prices in 1914 and the 1901 prices, and I have averaged them for the County Mayo.

4071. The CHAIRMAN.—Give them to us for the County Mayo?—Yes. In Mayo the 2lb. loaf increased in price from 2½d. in 1901 to 3½d. in 1914, an average increase of 14%; flour increased from 1/4½ to 1/8½, an average increase of 26%; potatoes from 3½d. to 5½d., or 50%; beef from 7½d. to 9½d., or 33%; mutton from 6½d. to 9½d., or 32%; bacon (Irish) 8½d. to 1/1½, or 52%; milk 2½d. to 2¾d., or 28%; butter 11½d. to 1/4½, or 44%; coal 22/1½ to 31/9½, or 43%; turf 3/1½ to 5/-, or 61%; paraffin oil 7½d. to 9½d., or 34%; and eggs 9½d. to 16½d., or 64%. These are based on figures that came from the District Inspectors, who said they got them from traders, and also on Westport prices, that I got myself. The increase in prices has increased the cost of living in the case of the average married constable by £16 12s. 6d., or 24 per cent., even with the exercise of the utmost economy; that is, £90 now would be no better than £73 7s. 6d. in 1901. The expenditure in articles of diet, fuel and rent alone, which amount to £67 6s. 7d. has been increased by £14 5s. 2d., or 26.9 per cent. Take the case of a married constable of 20 years' service, with a wife and four children not accommodated with rooms in barrack. His net salary, including lodging allowance, is £77 2s. To enable him to live fairly comfortably, and upon diet sufficiently nourishing to maintain his strength, he

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has to meet an annual expenditure of about £95 17s. 6d. if he resides in a town like Westport, which appears to be cheaper than the average town in Connaught. This estimate does not provide the expenses of a holiday for himself or his wife or children. It includes a sum of £3 5s. 2d. for life insurance, which is a productive expenditure. In order that he may keep his expenses within this sum the utmost economy must be exercised, and the constable must be strictly temperate.

4072. Mr. HEADLAM.—Are these figures for this year? —Last year. In small rural stations, such as Louisburgh, in Westport district, a married constable can on the same conditions live on a salary somewhat less; but, on the other hand, later on the education of his children will increase his expenses considerably. In August last a married constable was reported for debt.

The constable told me that it was quite impossible for him to avoid getting into debt. I then went into the details of his annual expenditure, and I found that his statement was true. From the data then received and from further inquiries which I made, I prepared two estimates, A and B. A refers to Louisburgh and B to Westport. The estimates are based on average prices paid in 1913. I went to a great deal of trouble with them, and I will read them for you if you wish.

4073. The CHAIRMAN.—Yes; will you please read them?—One is an estimate of the expenses of a married constable of 20 years' service, stationed at Westport, and living in lodgings with his wife and four children from four to ten years of age. That is estimate B, and the prices are as follows, with the increase in prices since 1901, and the remarks upon these increases.

ARTICLES OF DIET.	Cost.	Increase since 1901.	REMARKS.
	£ s. d.	£ s. d.	
<i>Meat :—</i> 1 lb. mutton daily for 23 days each month at 9d. per lb., and 2 lbs. per week for soup for children at 7d. per lb.	13 7 8	3 3 4	2d. per lb. increase.
<i>Bread :—</i> Two loaves per day, at 3d. per loaf	9 2 6	1 6 1	16½ per cent. increase.
<i>Fish :—</i> 89 days, at 4d. per day	1 9 8	—	
<i>Butter :—</i> 2 lbs. per week at 1s. 2d. per lb.	6 1 4	0 7 4	2d. per lb. increase.
<i>Milk :—</i> Two quarts per day at 2½d. per quart.	7 12 1	1 10 5	1d. per day increase.
<i>Eggs :—</i> 1½ doz. per week for 41 weeks at 10d. per doz.	2 10 0	0 10 0	2d. per dozen increase.
<i>Tea :—</i> 14 lbs. per month at 2s. 2d. ; ½ lb. cocoa at 10d.	2 2 6	—	
<i>Sugar :—</i> 1¼ stone at 2s. 2d. per month	1 19 0	0 3 0	2d. per stone increase.
<i>Potatoes :—</i> Three stones per week at 5d. for 40 weeks ; 12 weeks' supply from garden.	2 10 0	1 0 0	2d. per stone increase.
<i>Vegetables :—</i> 6d. per week for 26 weeks ; 26 weeks' supply from garden.	0 13 0	—	
<i>Meal for Porridge ;—</i> One stone per month at 1s. 10d. per stone	1 2 0	0 3 0	3d. per stone increase.
<i>Salt, Pepper, and Mustard,</i>	0 2 0	—	

As regards the fish item, I am assuming that the constable is a Roman Catholic, and that will be 89 days for fish, and I am allowing 4d. a day for fish. The present cost of diet amounts to £48 11s. 9d., and the increase in the cost of diet alone since 1901 amounts to £8 3s. 2d.

4074. The CHAIRMAN.—And that would be £56 14s. 11d. as compared with £48 11s. 9d.?—Oh, no. £48 11s. 9d. is the 1913 price, and the 1901 price would be £8 3s. 2d. less than that. Then, I come to the articles of clothing, which I deal with in the same way.

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[Continued.]

Clothing, &c.	Cost.	Increase since 1901.	Remarks.
	£ s. d.	£ s. d.	
<i>Overwear :</i>			
Husband, One suit in three years at £3 ..	1 0 0	0 14 3	15 per cent. increase.
Wife, two blouses per annum at 6s. ..	0 12 0		
.. two dresses and cloak in three years at £4 ..	1 6 8		
Children, two boys, one suit each at 15s. ..	1 10 0		
.. two girls, one dress each at 12s. 6d. ..	1 5 0		
<i>Underwear :</i>			
Husband, two cotton shirts, two under shirts and two pairs of drawers at 3s. each ..	0 18 0	0 9 5	20 per cent. increase.
Wife, articles mostly made by herself ..	0 16 0		
Children, mostly from part worn material and all made by their mother ..	1 2 6		
<i>Boots :</i>			
Husband, three pairs at 14s. in two years ; repairs per annum 5s., one pair in three years for plain clothes at 15s. ..	1 11 0	0 10 7	15 per cent. increase.
Wife, 15s. a year, and 2s. for repairs ..	0 17 0		
Children, For four children average 6 pairs at 4s. 6d. ..	1 7 0		
<i>Hose :</i>			
Husband, three pairs at 1s. 3d. ..	0 3 9	0 1 8	15 per cent. increase.
Wife, two pairs at 1s. 4d. ..	0 2 8		
Children, two pairs each, at 10d. ..	0 6 8		
<i>Headdresses, &c.</i>			
Husband, one hat in three years at 6s. ..	0 2 0	0 2 2	15 per cent. increase.
Wife, average per annum. ..	0 8 0		
Children, Caps and hats for two boys and two girls ..	0 6 8		
<i>Gloves :</i>			
Husband, one pair regulation gloves per annum, one pair for plain clothes at 2s. 6d. in three years ..	0 1 10	0 0 11	15 per cent. increase.
Wife, one pair per annum at 3s. 6d. ..	0 3 6		
Children one pair for each girl at 9d. ..	0 1 6		
<i>Collars and Ties :</i>			
Husband : two collars per annum ; one tie in three years ..	0 1 8	0 0 6	15 per cent. increase.
Wife, one tie per annum at 1s. 6d. ..	0 1 6		
Children, two bows for boys at 6d. ..	0 1 0		
<i>Handkerchiefs</i> , one dozen at 2d. each ..	0 2 0		
<i>Umbrellas</i> , one in two years at 5s. for wife ..	0 2 6		

I think the item for boots for the husband a good deal too low, and it would barely keep him going.

4075. Mr. HEADLAM.—Were these figures that you checked from Westport prices?—Yes.

4076. And Westport is rather cheaper than the average you mean?—It is cheaper than other towns. The next item I have on the list is the house rent—the average paid by a policeman in Westport.

4077. The CHAIRMAN.—Have you summed up these?—Yes, I have summed up the total, and, including the diet, the cost comes to £63 2s. 2d.

4078. Well, now, will you continue?—Yes. The next items are :—

—	Cost.	Increase since 1901.	Remarks.
	£ s. d.	£ s. d.	
HOUSE RENT.			
Average paid by Westport Police ...	11 11 10	3 0 0	

—	Cost.	Increase since 1901.	Remarks.
	£ s. d.	£ s. d.	
FUEL AND LIGHT.			
Turf, 2 loads per month at 5s. ...	6 0 0	2 8 0	2s. per load.
Paraffin Oil, 2 gals. per month at 9d. ...	0 18 0	0 4 0	2d. per gal.
Candles, 2 packets per annum at 1s. 6d. ...	0 3 0		
Matches, 1s. ; lamp wicks, globes, &c., 1s. ...	0 2 0		
MISCELLANEOUS EXPENSES.			
Tilling Garden ...	0 14 6		
Tobacco, 6d. per week	1 6 0		
Church Dues :—			
Periodical contributions	0 15 0		
Sunday contributions	0 10 0		

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[Continued.]

— — —	Cost.	Increase since 1901.	Remarks
	£ s. d.	£ s. d.	
Soap, 10d. per month	0 10 0	0 2 0	25%
Washing soda, starch, blue, &c. ...	0 2 6		
Books for children ...	0 5 0		
School Fees ...	0 7 4		
Note paper and postage stamps ...	0 5 0		
Toilet accessories, razor, &c. ...	0 5 0		
Bathbrick and brasso ...	0 0 5		
Bootblackening ...	0 1 0		
Towels, 2 per annum at 1s. ...	0 2 0		
Daily newspaper, "Independent," ...	0 13 0		
Blacklead and brushes	0 1 0		
Needles, thread, buttons, &c. ...	0 1 6		
Mats ...	0 1 0		
House brushes ...	0 4 7		
Brushes for boots and clothes ...	0 0 6		
Wear and tear of furniture per annum	1 0 0	0 3 4	20%
Wear and tear of Bedding per annum	0 5 0	0 0 10	20%
Wear and tear of China per annum ...	0 2 0	0 0 4	20%
Wear and tear of Cutlery	0 2 0	0 0 4	20%
Wear and tear of Table linen per annum ...	0 2 0	0 0 4	20%
Wear and tear of Bedroom linen per an.	0 4 0	0 0 8	20%
Cleaning barrack, &c., at 1s. 3d. per month	0 15 0		
Average cost of bicycle and its upkeep ...	2 0 0		
Insurance: Premium on £100 with profits for 20 years, from 27 years of age ...	3 5 2		

All the expenses would amount to £95 17s. 6d. The insurance, of course, is a productive investment, but still he has to meet the expense of the premium, though he will benefit by it by and by.

4079. The CHAIRMAN.—That would be £95 17s. 6d.? —Yes. I made out these estimates and returns some time ago, and long after I had them prepared a married constable in Westport gave me the amount of his actual expenditure in 1913, and I found that it reached the sum of £93 0s. 1d.

4080. Is it comparable with what you have laid down there?—It is on a higher scale, but I would not say that there is any extravagance. He has two children under 3 years, and has from 15 to 16 years' service.

4081. But you have counted there for four?—Yes. He is a strictly temperate man.

4082. Mr. HEADLAM.—And what was his salary?—His salary was about what I mentioned before.

4083. About £74?—I think it is more than that. It is £77 2s.

4084. How long has that been going on? Has he been £20 out the year before?—I didn't ask him about that. He had been married and got a little money with his wife, and he told me that that was how he was able to pay his debts. A constable cannot control the markets. As he has to maintain himself and his wife and family in a manner becoming his position in life it is only reasonable to expect that he should be paid such a salary as will enable him not only to live in decent comfort but also to save a small sum to meet such emergencies as illness, etc., in his family.

4085. Does he not get some medical expenses?—Yes, but there are expenses incidental to illness for which he has to provide. If the married members of the Force do not receive such an increase in salary as

will be sufficient to meet the increased cost of the bare necessities of life, they must, if they have nothing else to fall back upon, adopt one or more of the following courses: I. To deny themselves the necessities of life, and thereby render themselves less capable of performing all their duties. II. To contract debts—generally to publicans—and fetter themselves in the discharge of their duties. III. To take what are known as "tips." Police of all ranks and classes in Ireland have hitherto resisted this strong temptation, and it would be a calamity if through necessity they were now driven to accept them because such a course would lead to wholesale corruption. I am aware from my own experience that in the public market, as well as in the shops, the police are charged higher prices than the general public. I find the same applies, in some cases, to house rents.

4086. Mr. HEADLAM.—Is this political prejudice or what?—Yes, I suppose it is. If I go to the market and want to buy oats I will not be able to get it at the same price as the civilian. I have to pay something more.

4087. Your remedy is to get the things from Dublin?—My remedy is to get others to buy for me.

4088. If they tried to raise prices on you you are not under any obligation to deal with them?—Of course, not for shop goods, but I have to deal with them for local produce, such as potatoes, oats, hay, straw, etc.

The CHAIRMAN.—I think this is a convenient time for adjournment for luncheon.

Sitting resumed.

4089. Witness.—There is one matter that I would like to deal with, and that is in reference to the estimates I gave you in my earlier evidence. I forgot to mention the increase in the cost of some other articles since 1901. I mentioned the increase in the cost of diet as £8 3s. 2d., but I didn't give you the total increase, which, including the cost of clothing, etc., comes to £16 12s. 6d. As regards the prices of clothing, I based my calculation both on local prices and on a letter from a leading firm in Dublin, of whom I inquired as to the increases, if any, in the various departments since 1901. The reply was as follows:—

"In reply to your letter of the 28th inst., I think I can safely say 20 per cent. advance would be a fair estimate of the prices ruling at present, compared with ten years back—I can speak of course only for the Department of which I have special knowledge, viz., housefurnishing. I have asked the Buyers of the various other Departments and give you the opinion expressed by each:—

	Advance per cent.
Furniture and Carpets, ...	20
Boots and Shoes, ...	15
Blankets and Flannels, ...	20
Cotton Goods, ...	20
Hosiery, ...	15
Gent's Outfitting, ...	15
Ladies' ..	15

"I should say that the above, rather under than over state the change in prices that have taken place in the period mentioned."

I have based my calculation upon that and the prices in Westport. As regards the house-rent, the increase is based on the present rent as compared with the rent paid for the same house in 1901, and I find there was an average increase of £3, so that a house for which you would now pay £11 10s. could be got for £8 10s. in 1901.

4090. Mr. HEADLAM.—Are there fewer houses or a larger population?—Before 1898—the date of the passing of the Local Government Act—Westport was not an urban area, but with the passing of the Local Government Act the taxes went up very much, in fact they are over 10/- in the £ at the present time, and when the rates went up the landlords as a consequence added the rates to the former rents.

4091. Mr. HEADLAM.—And as that Act applies all over Ireland it may be taken as the cause of the increased rent?—Yes, to a large extent.

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[Continued.]

4092. That is very interesting, and we have not had it before. What do you mean by wear and tear in your estimate?—Well, for instance, I mean that a married man gets bedroom linen, and it is only reasonable to expect that after a while he will have to replace it, not every year, but perhaps once in three years, and spend a considerable sum in that way. I calculated that at 4/- a year—a very moderate sum.

4093. The CHAIRMAN.—A sort of sinking fund?—Yes, because the time will come when he will have to pay £1 instead of 4/-, and the same occurs in the case of his furniture. When he goes on transfer his furniture will be a good deal knocked about.

4094. Mr. HEADLAM.—And you said 20 per cent. for wear and tear?—What I mean is that what he would get now in the way of furniture for £1 he would get for 20 per cent. less in 1901.

4095. He has to replace his things at an increased cost?—Yes, that is what it amounts to. This whole increase calculated upon the actual prices comes to £16 12s. 6d. I have worked it out several times and I cannot knock anything off. I was going to refer to detachment duty before the adjournment. It is sometimes stated that police stationed in some counties in Ireland incur very little risk as they are a rural force. It must be remembered that unlike the English and Scottish Forces the Irish police are sent on detachment duty from one county to another, and that they are brought from the most backward counties to the North of Ireland and to other disturbed centres to do duty during anniversaries, strikes, elections, etc.

4096. Mr. STARKIE.—But the English Forces get reinforcements from other counties?

Mr. HEADLAM.—Yes, as in the case of the Tony-pandy troubles.

Witness.—It might be said that a policeman in Ireland is living everywhere in Ireland as duty requires him to this county, that county or the other.

4097. Mr. HEADLAM.—A good deal depends upon the character of the county in which he is serving. If he is in a disturbed area there are no detachments taken from that but if he is in a quiet place where there is comparatively little work to be done detachments are sent out twice or three times a year as a rule.

4098. Mr. STARKIE.—Do they send the sergeant who is Inspector of Food and Drugs?—Yes. If such sergeant's principal duty is, as in the city of Limerick, confined to Weights and Measures and Food and Drugs, he is very rarely sent on detachment duty, but a sergeant who is the Weights and Measures man in the ordinary district in the country goes on ordinary duty and takes his turn at the detachment work. They are brought from the most backward counties to the North of Ireland to do anniversary duty and strike duty, and so on. In any comparison of the duties of the police in Great Britain and Ireland, the feeling of the people towards the police, their respect for the law, the observance of law and order, and the assistance or resistance, as the case may be, they are likely to render to a policeman in a tight corner in the respective countries must be taken into account. In England the people are all law abiding—

4199. Mr. HEADLAM.—Have you any experience of it?—Well, I have read all about it. The people are less law abiding here.

4100. Would you say that there was more crime in Ireland?—No, but it is far more difficult to prevent or detect crime in Ireland than in England. When an outrage occurs in Ireland the parties that are interested will say nothing about it. I had a case of sacrilege recently and I had as much trouble in working it up as if it were an agrarian case. I knew the people that knew all about it and they would not tell me a word.

4101. And against that don't you know that there is a larger criminal class in England and they are not more inclined to help the police than the agrarian classes in Ireland? For instance, if you take these attacks on the police you will find that there is a larger proportion of them in England than in Ireland?—Of course in England there is a very large proportion of the people who are not criminals. In Ireland neither the criminals, nor the well-disposed people, will help the police.

4102. Mr. HEADLAM.—Very well, we have it as your opinion.

Witness.—As a matter of fact, in many parts of Ireland if a good many people saw a policeman being killed they would not raise their hands if the raising of their hands would save the life of that policeman.

4103. Mr. HEADLAM.—And you may take it from me that in places in the East End of London nobody would interfere.

Witness.—Another thing I would like to say—I don't want to go into politics, but this may fringe upon it a little, but it won't go deeply into it—is that the open drilling of the people in Ulster and throughout Ireland, the Ulster Volunteers and the Irish National Volunteers, and the greater danger and difficulty in quelling attacks made on the police by these trained and drilled mobs are matters which cannot be left out of consideration, as they involve more danger of injury to the police. In this connection I may mention that under the old Act of Parliament, 6 & 7 William IV., cap. 116, several members of the Force received compensation often hundreds of pounds—when maimed in bringing offenders to justice, and that many members so compensated served in the Force afterwards as their injuries were not so serious as to necessitate their retirement from the Force. Since 1903, however, this Act of Parliament is practically a dead letter, and it confers very few, if any, benefits on the R.I.C. at present. When I was promoted head constable I was sent to Athenry, and a few months before I went there there was a constable on night duty, and he came into conflict with armed moonlighters, and he got a gunshot wound in the left shoulder with the result that he was disabled for life, and retired on pension. He applied for compensation and was not granted a penny. Of course I may say in mentioning his case that the authorities dealt very generously with him and gave him all his hospital and other expenses, and he was very thankful.

4104. The CHAIRMAN.—How was he pensioned?—He got £54 a year—a sergeant's pension. He was on the promotion list. He was very well dealt with. Of course I only mention the case because of the difficulty of getting compensation nowadays. Before the passing of the Local Government Act there would be no difficulty in the case of that man getting £1,000 compensation. In another case in Athenry a man got killed, and his father applied for compensation, and he got £700, but it was reversed on appeal and he got nothing. In that case there were funds subscribed, but it shows the impossibility of getting compensation. Since 1903 I know that it is the fact that police are sent alone on day patrols, and before that two police were always sent. For that reason the individual responsibility has increased and the duty performed is more irksome.

4105. Mr. HEADLAM.—And also the country as a whole is quieter?—No, portions are not quieter.

4106. There is not so much moonlighting?—There are portions of Galway and Clare that certainly are not more peaceful than they were.

4107. The CHAIRMAN.—You were speaking of day patrols?—Yes, I was. I think that is all I have to say as regards that. With reference to subsistence allowance. When I went to Westport two years ago there were a good many detachments sent to Westport to deal with some agrarian trouble there, and the police were turned out of some houses where they were lodging and told not to return. The publicans, who were afraid of their licences, put them up, but they charged extravagant prices. It was found that the policemen were out 6d. a night by that.

4108. Mr. HEADLAM.—Do you think it would be well if you established rates of billeting the same as in the army?—I believe it would, because it would prevent these exorbitant prices; but then the point is that if they don't want to take them on the billeting rates they may say they have no accommodation for them at all.

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District Inspector THOMAS NEYLON examined.

[Continued.]

4109. The CHAIRMAN.—Yes, but the accommodation is registered so far as the Army Billeting Act goes, and he must either take them or place them in another house?—Yes, but you could not put up a very large detachment in one of these houses, and unless the people are willing to receive them they cannot be put up.

4110. Mr. HEADLAM.—Do you think it would be a good power for the Inspector-General to possess if it is the fact that the inhabitants are sometimes raising the prices on the police?—I believe it would have a very good effect by way of keeping down the expenses. There were some cattle driving cases in Belmullet some time ago, and the police that went there had to pay 5/- a night and other incidental expenses.

4111. The CHAIRMAN.—Now, will you get on to the next point?—Well, then, I would be inclined to think that sergeants acting as inspectors under the Foods and Drugs Acts should get some remuneration.

4112. From whom?—From the County Council, because these duties have to be done at the expense of the County Council, and if they hadn't the police they should have to employ an inspector, and I think it is reasonable that the sergeant should get say £6 a year for the work.

4113. Mr. HEADLAM.—That is only by arrangement with the Inspector-General?—Yes; and then with regard to pension. The outlook as regards the employment of pensioners is worse now than it has been at any time within my memory. The public feeling of the local bodies is still against police pensioners. There is scarcely a man in Ireland who has a voice in local affairs who does not belong to the U.I.L., Sinn Féin, A.O.H., A.F.I.L., Trade and Labour League, G.A.A., or Gaelic League. Members of the U.I.L. or A.F.I.L. give a vote for positions for men of the same political complexion. The first article in the creed of the G.A.A. and Sinn Féin is bitter hatred of the policeman on account of loyalty to the Government. The members of the G.A.A. will not allow a policeman to kick football or witness a hurling match. Before a person gets anything from a Gaelic Leaguer he must have his Degrees for Irish Language. Trade and Labour Associations object to police competitors. Since 1901 a society known as the A.O.H. has been got up in most counties in Ireland. This organisation has become alarmingly powerful since the passing of the Insurance Act. In most places no one (even a civilian) can get any position worth having unless he belongs to the A.O.H. Even professional gentlemen looking out for public positions have to join the Order before hoping to be successful. The members of this organisation are deadly enemies of the police and of police pensioners. The influence of this powerful organisation is a very important factor in the councils of all public bodies, and they influence, where they do not entirely control, the positions at the disposal of these public bodies. I made these notes some time ago, and since then I saw in the *Irish Independent* a paragraph under the Connaught news which stated "Portumna A.O.H.; Bro. Cosgrave Co. C., presiding, passed a vote of congratulation to Bro. Kennedy, B.E., on his appointment as County Surveyor for East Galway, and for his success at the recent prescribed examination held by

the Local Government Board." The inference to be drawn from that is that it was through the A.O.H. that he got the position. There is only one other point as regards the pensioner, and that is that 23 per cent. of the pensioners throughout Ireland were employed in situations in 1901. In Connaught the average is now only 13 per cent. As regards the lodging allowance—the present lodging allowance in addition to pay is £5 4s. Married police pay on an average £10 for houses in Connaught, £10 3s. 6d. in Mayo, Westport £11 11s. 10d., Westport District, £10 17s. 4d. Since 1901 rents have increased £3 in Westport and £1 7s. in Louisburgh, £3 0s. 2d. in Co Mayo, £2 3s. 3d. in other Connaught counties outside Mayo. Owing to the advance in rates after the passing of the Local Government Act in 1899 the rents particularly in urban areas were increased shortly afterwards. In addition to the rents men have to spend on an average £7 3s. on fuel and light. This is really an addition to the rent of lodgings, because it is an expense inseparable from the cost of lodgings. I would recommend a fuel and light allowance for all married men. I am informed such an allowance is paid to married soldiers. I am informed that the married warders in Castlebar Prison get £14 2s. each per annum for lodging allowance, and that warders get larger allowances in Galway, Limerick, Cork, and other places.

4114. The CHAIRMAN.—Have you anything to say about the promotion?—Is that in the ranks?

4115. Yes. Have you anything to say on it?—Well, a good deal has been said about the "P" system. I got my rank on the "P" and I would not go in for abolishing or modifying it.

4116. We have heard that there is more promotion in disturbed counties than in the quieter ones?—Well, my experience is that when a man gets promotion at 16 years' service he is generally in a very disturbed county where there are a lot of young men, and where he is very deserving of promotion, and I believe that men in the county Galway who get promotion at 16 or 18 years' service, are as deserving of promotion then as are the men in a quiet county who get it at 21 or 22 years' service.

4117. Mr. HEADLAM.—And we were told that so-called quiet counties sent men to the disturbed counties?—Yes, on detachment duty or temporary service, but the men permanently stationed in the disturbed counties are always doing severe duty there.

4118. One of the witnesses says that work in the quiet districts is as hard as in Belfast. What is your opinion?—In any disturbed area in the country the work certainly is far more difficult than it is in the cities or anywhere else. I served in Limerick for six or seven years, and since I left it the work has been a good deal harder in the disturbed areas than it was in Limerick when I was there. It was not to win promotion, but because it was my duty to do so that I worked hard, and I worked no harder than others who were stationed with me and who neither expected nor got promotion.

4119. Have you anything else to say about organisation?—No, I have nothing else to say.

The CHAIRMAN.—Thank you.

Constable JOHN McALISTER examined.

4120. Where are you stationed?—At Trim, County Meath.

4121. And you represent?—I represent the counties of Meath, Monaghan and Louth.

4122. What service have you?—Eighteen years' service last December, sixteen of which I have served in Meath.

4123. Is Meath regarded as one of the quiet counties?—Yes, according to some fellows' reports. I will tell you different, and I think I will be able to show that this is not a quiet county. Since Mr. Ginnell came into the division there has been hazel work in the county.

4124. He advocated cattle driving?—Yes, and it was carried out too.

4125. Are you a married man?—Yes, and I have four children.

4126. Are you living in lodgings?—Yes.

4127. What rent do you pay?—I pay £10 4s. a year for a house in Trim.

4128. As representing the views of these constables will you just go into the matter as you have prepared it?—I ask on behalf of the constables for an increase of pay. I feel I cannot offer anything better in support thereof than to draw attention to the present greatly increased cost of living. It is admitted by everyone that during the past ten years a very rapid increase has occurred. At present the purchasing power of a pound is less than that of fifteen shillings a few years back. It might occur to you, gentlemen, that the Force in general being stationed in rural

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Constable JOHN McALISTER examined.

[Continued.]

districts may not find the cost of living as much as their comrades in cities and towns. Since the establishment of creameries, bacon factories, co-operative societies, grocers' associations, and other combinations, the rural position of the Force are just as much affected as their comrades in towns, if not more so. All the necessities of life are now as dear in the country as in the city. In fact the greater portion of our food is imported, and instead of being able, as formerly, to purchase home produce we have to be satisfied with inferior foreign articles. Although every article of food has attained what a few years back would be considered famine prices our pay has still remained stationary, and we find the present cost of living eating into our small incomes, which we are debarred from augmenting in any way. That, of course, refers to our wives also, except they happen to be dressmakers. Every policeman's wife is not a dressmaker, but if she is a dressmaker she is curtailed in such a manner that she cannot have apprentices.

4129. Mr. HEADLAM.—Is that forbidden?—Yes: I know a case in which a letter was written to the Inspector-General about a woman carrying on an extensive trade at dressmaking in the town of Trim.

4130. Her husband had obtained leave for her acting as dressmaker but not to employ apprentices?—Yes, sir. I think that the man actually had an apprentice, and he had to send her away, which was a loss, as where there are three or four children a woman cannot do much herself. Many of us have families to support and educate. As matters stand we cannot, even by abandoning education, decently feed and clothe our children.

4131. Mr. HEADLAM.—Have you to pay for education?—No, sir, only for books and such things. My children are small.

4132. The actual education you get free?—Yes, sir, but of course that will change after a bit. There is an infant school in Trim. The small children go to the Convent School. When the boys get up they are sent to the Model School, and they finish up there. You have to pay there. It does not affect me at present. That only refers to boys, sir. To resume my statement—you, gentlemen, are aware of the trying duties which we in Ireland have to perform. In the North we stand between Orange and Green factions, while in the South land agitation, and the troubles arising therefrom—cattle driving, and so forth, brings us into conflict with our countrymen. Our duties, therefore, compel us to stand aloof from all parties, or, in other words, to keep ourselves independent. So far as the city men are concerned they may be hard wrought in one way, but we in the country are hard wrought in another way, because of cattle driving, cattle disease, and everything else. A policeman, as well as being a policeman, is supposed to be something of a veterinary surgeon. He is supposed to know about sheep scab, swine fever, and all that. I might refer to an item I saw in the *Evening Herald* last night. It is only a matter of a few lines:—

According to the Lord Mayor of Birmingham, the policeman of to-day must be:—

Quick to act, but sound of judgment,

Strong as a horse and active as a cat.

Expert in giving evidence, yet strictly truthful.

Able to see things from the other fellow's side, but still be firm and tactful.

Much of a lawyer and something of a doctor.

The type of hero only found in novels written for sentimental women.

4133. The CHAIRMAN.—That is by the Lord Mayor of Birmingham?—Yes, sir.

4134. It is not a bad standard?—That will not apply, from what I hear, to the class of recruits we are getting at present. At present with debt staring each one, especially married men, in the face, it is extremely hard to fulfil our obligations. The prospects of a young man joining the Force nowadays are nil. Promotion is so slow that a man has to wait, in the ordinary course of events, for over 20 years before he receives any advancement. Consequently men in order to qualify for the maximum pension have to serve longer than they otherwise would do. The cost of living also prevents men from going on pension. A man is pensioned on his pay exclusive of allowances. It is hard to expect a man who cannot make ends meet while in the Force to face an unfriendly public with a considerably less income. Some time back members of the Force on retirement were able to obtain employment of various kinds. Nowadays, however, every man's hand seems to be turned against the unfortunate policeman. That refers to Trim. There is a resolution on the books so far as the Gaelic League is concerned, that no one is to be employed. They had a dance to which policemen were not allowed to go, and as they were not allowed to go their sweethearts would not go. Some of them were married since for their pluck. We would kindly suggest as a remedy for this stoppage in promotion that the pension of men retiring be struck on pay and allowances.

4135. Mr. HEADLAM.—How long do you think a man should serve if he is fit?—In some cases where men are going in for Government positions such as Petty Sessions Clerkships. They are over the age if they serve longer than 25 years. I have been instructed to ask you that the number of years be reduced to 25.

4136. That they should be compelled to leave at 25?—No, but that it be discretionary with them.

4137. With full pension?—Yes, sir. A situation suitable for him might turn up in the meantime. In many cases five years makes a great difference to a man getting on in age. He would be getting older looking and would not get the same situation as he would get five years previously. There are many things in connection with which age limit comes in, and where a man is debarred by age.

4138. The CHAIRMAN.—They would wish to get the permission to retire at 25, with the pension conditions attached to that?—I think they would prefer that, sir, all round. I desire to point out the urgency of this matter. We are of opinion that owing to the increased cost of living the pay of all ranks should be increased by 25 per cent. in order to bring the present purchasing value of a pound to what it was a few years ago. With regard to the cost of living, I made out a weekly account of my own, and this is for a week in January. I picked out for comparison with what it would cost ten years ago, or say, 1901. This applies to single men. I took great interest in the mess, using all sorts of economy, and I knew what everything cost. I think it will apply all round to the different counties which I represent, and moreover I can stand by all this and of course there may be fellows who will send in things to you which perhaps they could not stand by. However, from a conscientious point of view I was most particular to get the truth. This is my own comparison of weekly cost:—

1901.			1913.		
	s.	d.		s.	d.
3½ lbs. of butter at 1/- per lb.,	...	3 6	3½ lbs. of butter at 1/4 per lb.,	...	4 7
14 loaves at 2½d. each,	...	2 11	14 loaves at 3d. each,	...	3 6
2 qts. of milk daily at 2½d. per quart,	...	2 11	2 qts. of milk daily at 3d. per quart,	...	3 6
2 stone potatoes, 4d. per stone,	...	0 8	2 stones potatoes at 6d. per stone,	...	1 0
¾ lb. of tea at 2s. per lb.,	...	1 6	¾ lb. of tea at 2/8 per lb.,	...	2 0

There is no rise in tea, but what I gather from my wife is that the tea at 2/- per lb. does not go as far as it used to. It is of inferior quality, or in other

words the shopkeepers did not raise the price of tea, but they give another sort of tea.

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Constable JOHN McALISTER examined.

[Continued.]

1901.			1913.		
(Six days.)			(Six days.)		
6 lbs. of sugar at 2d. per lb.,	...	1 0	6 lbs. of sugar at 2½d. per lb.,	...	1 1½
½ stone flake meal,	...	0 5	½ stone of flake meal,	...	0 6
½ stone of flour,	...	0 5	½ stone of flour,	...	0 6
7½ lbs. of meat at 7d. per lb.,	...	2 4½	7½ lbs. of meat,	...	5 0
14 eggs at 9d. per doz.,	...	0 10½	14 eggs at 1/3 per doz.,	...	1 4½
Vegetables,	...	0 8	Vegetables,	...	0 8
Fish,	...	0 6	Fish (mackerel or whiting),	...	0 9
2 ozs. of tobacco at 3½d. per ounce,	...	0 7	2 ozs. tobacco at 4d. per oz.,	...	0 8
Soap, household and toilet,	...	6 5	Soap,	...	0 6
Blackening,	...	0 3	Blackening,	...	0 5
1½ bags of coal,	...	2 3	1½ bags of coal,	...	3 0
1 Gallon of oil,	...	0 8	1 Gallon of oil,	...	0 9
Candles,	...	0 1½	Candles,	...	0 2
Firewood,	...	0 2	Firewood,	...	0 3
Cook,	...	0 3	Cook and insurance,	...	0 6
Starch, blue, salt, pepper, mustard, black lead,	...	...	Starch, blue, salt, pepper, mustard, black lead,	...	...
laces, and 1 lb. jam,	...	1 0	laces, and 1 lb. jam,	...	1 2
Total,	...	£1 6 0	Total,	...	£1 13 2

The difference in the totals is 7s. 2d., which represents the rise for the week, and as I am allowed only £1 7s. a week, that leaves me 6s. 2d. on the wrong side, and not speaking of clothing or anything like that. I happen to be peculiarly circumstanced as regards the latter, for though I am married eight years I have never bought dresses or anything for my wife or children. My mother-in-law supplies me with all these things, and my wife, though not a dress-maker, is fairly handy at making things. I cannot go into the cost of these things because I do not know what they would cost. My mother-in-law is very kind to us and pulls up for the deficit in many ways. Then, of course, I am paying £10 4s. for rent. I have stated that my weekly loss is 7s. 2d., and yearly loss £18 12s. I lose £5 by rent as I receive only £5 4s. rent allowance. By adding on this £5 my yearly loss becomes £23 12s. That comes out of mother-in-law.

4139. Mr. HEADLAM.—Has house rent grown more expensive in Trim that it used to be?—It has, sir. The house I am living in was occupied by a baker before I took it, and he had it for 3/- a week.

4140. The CHAIRMAN.—And it was in the same repair?—Oh, yes, the same repair.

4141. Mr. HEADLAM.—The rent was raised in the ordinary course, not because you were a policeman?—No, sir, it was raised in the ordinary course. All the houses were raised.

4142. The CHAIRMAN.—You could not get a house that would suit you at less rent?—No. There is a man in Trim having a house that costs £25. He has no family, and his wife has money. The house suits him, and he has Bank Clerks staying there who pay £1 a week. I have a house with three rooms. We have a mixed young family, and in accordance with the rules of common decency have to keep them separate. Fuel and light are items I have been asked to mention. In Trim there is a double allowance of 28/-, and the out stations are allowed only 14/-. In Trim alone we have a grievance as the allowance is inadequate.

4143. The CHAIRMAN.—Even the double allowance?—Yes. Our barracks are the old military barracks renovated. There are actually four lamps outside, and of course the ordinary light never was intended for burning outside. These lamps are in different quarters. I think that presently there is an application made for an increase in the allowance, but I just wanted to mention it. Now, with regard to the cycling allowance, we are only allowed 2d. per mile in winter, and 1½d. in summer. We ask that that allowance should be increased by ½d. per mile. The Inspector-General saw that by doing a good turn to everyone he was also reducing the amount of money spent by the Government by allowing the men for cycling, because in many cases they use a bicycle where a car would have to be used. Where a car is used 9d. a mile is allowed for the return car.—Summer or winter the car is the same

4144. The CHAIRMAN.—But the car would carry four men?—Yes, but there may be only one man. We are under the impression that the cycling allowance should be raised, and I am not going very strongly into it by asking for the increase of ½d.

4145. Mr. HEADLAM.—How much did you receive by cycling allowance last year?—I could not say. I made a good deal last year. A Japanese servant was murdered at Athboy, and we had to do a lot of cycling, carrying despatches, telegrams, and things like that. Last year would not bear comparison with ordinary years, and moreover, as I serve the jury summonses I would not be a standard to go by ordinarily.

4146. By the 1½d. and 2d. what would be your receipt?—Well, you must leave me, sir, outside of it, because I receive for serving jury summonses.

4147. What would the ordinary man receive?—Some would be receiving nothing. Others might be receiving 6/- or 7/-, just according to the man.

4148. Do you mean 6/- or 7/- a month or a year?—Oh, a year.

4149. The CHAIRMAN.—They have the bicycle for recreation, have they not?—Yes. They cannot join an association or anything else.

4150. Mr. HEADLAM.—Are they not allowed to fish?—Yes, sir, but with two hours, by the time you get to the river you would not have much time for fishing. There is another matter affecting a good many men in Monaghan and Meath which I have been asked to mention, and that is that the eight miles' limit for marching allowance be reduced to seven miles. This would take in a lot of these places, such as Enfield to Summerhill, a distance of 7½ miles, so that a man would get a shilling that would give him his dinner.

4151. The CHAIRMAN.—This would be independent of the present regulations?—It refers to the present subsistence allowance. Of course, marching money pulls up. You might not be there long enough to make 8 hours or 12 hours, but by making marching money you would have something to eat. By reducing the limit to one mile it would take in a lot of these places. In Trim we were not allowed for Athboy. We had a doubt about this matter ourselves, and we got the Assistant Surveyor to measure the distance. It was something over eight miles, and we now get the shilling. As to maximum pay, I have been asked to put forward that the maximum should start at fifteen years instead of twenty-five, and also to mention the seven years' period for marriage allowance, but that has been already referred to.

4152. Mr. HEADLAM.—Do you think seven years the right time?—I think they should not be allowed to get married before they get the lodging allowance anyhow. If you want to hear anything about how pensioners are situated in Trim, there are three pensioners in Trim. One is employed by a mineral water company, and he was employed there because they could not get anyone else to suit the job. I was asked by the man who had

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Constable JOHN McALISTER examined.

[Continued.]

the giving of the post if I was near going out on pension. He then asked me if I could get anyone who would keep an eye on the hands to see that they would be working. He said he had been down in Waterford at similar works, and found that a pensioner was employed there in keeping a check. If he could have got a local man to suit a pensioner would not get the job.

4153. Was any objection made to that locally?—No, sir. This man had no connection with any association on either side. There is another man who has been nine years out in pension, and it was only last year he got a job. He is sexton of the Protestant Church, and gets about £16 or £17 a year. The other has nothing to do. They all leave Trim. They cannot stay, because they are in debt when coming out on pension. Since I went to Trim head constables, sergeants, and constables have left on pension. Two constables left the place in debt. Of two sergeants, one of them left in debt, and the other man when he came out on pension got a small agency collecting rents, which made £14 or £15 a year, but he was heavily in debt, and things went so hard with him that he got mad, and he finally finished up in Mullingar. His creditors said that he was not mad at all, that it was the only decent way he had of leaving the town, but the doctor said he was. I am now going to refer to a matter that affects adjoining stations to Dublin, and from which escorts often come up. Supposing I come up in escort from Trim, and have to remain over night, I am supposed to go to the Depot to report myself and get a bed there, but if I do not stop at the Depot I lose a shilling. I am supposed to occupy a bed whether it is damp or not. There is always accommodation at the Depot, and the bed may be all right, but when a man has to catch an early train there is no way of getting a breakfast, except he has ordered it the night previous. I think that is a great grievance.

4154. The CHAIRMAN.—He may stay out, but if he stays out there is a shilling stopped from him?—Yes.

4155. Mr. HEADLAM.—Is there no canteen?—Yes, but it is only for the families of the married men. They have a cook-house, but the ordinary man going in cannot buy his ½d. worth of tea and sugar, and all that.

4156. The CHAIRMAN.—In fact he has to stay out?—Yes; I have always done it, sir. Another thing, about the nightly allowance, I was up at Derry at the last election when Mr. Hogg and Colonel Pakenham were the candidates, and my experience on that occasion was that the nightly allowance was not adequate at all. In one case I was called in as a witness. There were two constables who had a row with the landlady over the amount that they had to pay. She wanted 5/- a night, and they were allowed only 3/6. They refused to pay any more, and I was brought in to witness them paying 3/6. Their names and addresses

were taken, and they were threatened that they would be reported to the Inspector-General. I just want to refer to that in order to show how people put the charges on. They see you only that night, and they might never see you again, and they become extortionate.

4157. The CHAIRMAN.—We had an account from one witness that Derry is a very cheap place. You did not experience that?—No, sir. I was in it five days that time. I was treated cheaply myself, but that was because I knew the parties—named Sweeney.

4158. What is your native place?—My native place is Antrim. It is impossible to get jobs after leaving the Force, because of the Gaelic League and the Land League. That applies to my own brother, who is outside the Force altogether. I am the son of an evicted tenant. My father was a large farmer. I did not join the police until I was twenty.

4159. Where had your father the farm?—County Antrim, sir.

4160. Whose property was it?—It belonged to Captain Montgomery.

4161. Now, constable, take a look through your paper, and see if there is anything else you wish to refer to?—Well, about recruiting, sir, I have an extract here from a letter I got from Ballybunion. The writer and I were stopping in the one house, and he wrote to me after going back. He wrote—this was written on the 4th:—"There are four resignations in this district, two to be paid off on Thursday, and I heard twelve or sixteen in the county. It will take a good rise to keep them." Of course, that is from a private letter, but it just shows how things are. That is all I have got to say, except this, that as far as Monaghan, Louth and Meath men are concerned, they have instructed me to state that they have every confidence in the formation of the Committee. I now finish up by thanking you for listening so patiently to this tale of woe.

4162. Mr. HEADLAM.—What about promotion?—I think I won't interfere in that part.

4163. Mr. STARKIE.—What kind of candidates for the Force do you get from the Trim sub-district?—Well I just saw a chap coming in the other day. He was a labourer. He was examined there. One would not think of taking him in the ordinary course of events when I joined the Force in the North of Ireland. Men of that sort are of a lower class than used to join the Force. They have a different bringing up altogether. Their training is different, and they do not make such good men. I saw this chap in Trim, and he was a very bad cut. He had a hollow chest, but I think he stood the measurement all right. What he lost in the front he had in the back. He failed, however, in the literary qualification.

The CHAIRMAN.—Thank you.

Constable EDMOND BARRETT examined.

4164. Where are you stationed?—In Rathkeale, Co. Limerick.

4165. Whom do you represent?—I represent the Counties of Waterford and Limerick.

4166. What service have you?—33 years' service in June.

4167. What counties have you been stationed in?—Clare, Galway and Limerick.

4168. Are you a married man?—Yes, and have a large family of nine children, and they are all with me still with the exception of two.

4169. You are living in lodgings?—Yes, sir.

4170. What do you pay for lodgings?—£10 8s. a year.

4171. Are your two children who are away doing for themselves?—They are, but they are only a short time away from me. One is a teacher, and the other is in the police.

4172. Will you let us know what you wish to put before the Committee?—Yes. I have a whole lot of things that I would rather not make any mention of at all, as they have already been sufficiently gone over.

4173. You have been here some days, and listened to the evidence?—Yes.

4174. Do you think your list would throw any further light on what you have heard given?—No, sir. I think it is all on partly the same lines. Our case is that we claim an increase of pay and pension on the following grounds:—Because we are the worst paid of all police Forces in the United Kingdom, although we are the model Force of the Empire, and have for efficiency, intelligence, physique, impartiality, and general high character, been the subject of more praise in Press and Parliament than all other Forces taken together. We, therefore, ask that our pay be the best or equal to the best. If all the expressed sentiments have been sincere, and we cannot for a moment entertain the idea that for all our acknowledged loyalty and admittedly our unrivalled superiority as a great police Force, preserving the peace and maintaining Imperial authority amongst the conflicting elements in this country, we have been treated with mere palaver by all the honourable and high-minded statesmen, administrators, journalists, and others, from whom our fidelity and impartiality in the most trying circumstances have won such praise, then we ought to

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Constable EDMOND BARRETT examined.

[Continued.]

be at least equal to the best paid Force in the United Kingdom. We further say that scarcely any revision worth mentioning took place since 1882, whilst every other police Force has got substantial increases in salary since that period. Large increases of wages in almost every other public department of trade and labour, commercial and other employment, have taken place in the same period. We deny that the settlement either in '82 or 1908 was adequate. It was no settlement at all, and it has caused discontent ever since. It was virtually a settlement merely on paper, by which it was made to appear that the senior men were given a couple of shillings per week rise of pay, whereas one shilling per week of that amount was stopped for the first time from all men living in barracks—considerably over half the Force, or perhaps two-thirds of the whole. Even if the settlement arrived at then was adequate, which we deny, great changes have taken place in the mode of living and standard of comfort, everywhere recognised amongst all classes since then. These changes are due to a number and variety of causes, perhaps chiefly to (a) the widespread diffusion of education; (b) the cheapening of and vastly increased taste for literature, and consequent increase of general intelligence amongst even the poorest; (c) the spread of trades unions and the spread of other protective societies for every other interest, except that of the Irish policeman; (d) the greatly increased convenience for excursion and travel owing to the enormously increased railway and cycling facilities. The standard of comfort has therefore gone up in a most extraordinary manner within the last twenty years. While other classes of the community have had their incomes increased in proportion to the change in the times, the R.I.C. being left at a standstill have consequently been lowered in social status and respectability. Notwithstanding that house rent, coals and leather, and other necessities, have certainly increased very much in price, and that perhaps the increased cost of living may have come about not so much from higher prices, yet on account of the great rise in the standard of comfort, the consequent increased expensiveness of the public tastes has, in order to keep pace with the times, become as much a necessity for a policeman as others. People cannot now subsist as they did 20 years ago. The education of their children, increased cultivation in taste for literature and recreation, the interchange of social civilities and innumerable other causes, all reacting on one another, and entailing their proportionate increase of expense. Furniture and ironmongery have gone up at least 30 per cent.; leather, 20 per cent. to 30 per cent.; coals at least 30 per cent.; house rent, 35 per cent. to 40 per cent. The economic purchasing power of money is recognised to have fallen considerably, £1 sterling being only worth about 14/6 presently. The chief causes for the rise in house rent may perhaps be: the general increase in the cost of living, affecting everything else; the increased cost on house-owners for maintenance of houses in repair, owing to increase of tradesmen's wages and cost of materials; the expense of better sanitation everywhere now required; increased rates owing to progressive improvements of town towns, and the transference by the Local Government Act of the whole of the ground rates from the ground-owners to the house-owners or tenants. Then there is the increase in prices of coal, due to the shortening of the miners' working day, strikes at various periods, and the decrease in output recommended by experts fearing the coal supply of England is tending towards exhaustion. These causes must, it is supposed, prevent the present high prices of coals, if not from getting higher at least from appreciably falling again. Notwithstanding arguments sometimes heard, on the whole, living in Ireland is not now cheaper than in England. On the contrary, it can easily be shown that the higher prices for coals, the expense of transit of commodities, the spread of creameries, the decrease of cultivation, the increased facilities for reaching the English markets, and other causes, more than counterbalance any advantage in connection with some commodities. Irish bacon is from 25 per cent. to 30 per cent. dearer in Limerick and Waterford than in London or Liverpool, as may be seen from the markets reports in the

daily papers. Regarding the comparative prices of butter in both countries, I have taken note of a letter published in the *Daily Independent* from Messrs. Lelain and Clussy, Butter Merchants, London, with reference to the recent prosecution in Limerick for adulterated butter. The letter states:—"The reason we sent the butter to Ireland was that in answer to our inquiries as to the prices ruling in his market, Mr. Gibson had shown there was reasonable prospects of profit by sending it to Limerick. We accordingly sent a small consignment as a trial, not as intimidated by the evidence to pass off adulterated butter, but to see if there was a chance of making a profit for ourselves, and send it to market where the highest price was ruling, for it is a well-known fact that the higher prices are in Ireland during the early months of the year than in any other market in Great Britain, owing to very small home production and imports during these months." As regards the necessities of life comparisons of the Irish and English markets show little, if anything, in favour of Irish living. As to the R.I.C. pay and position as compared with that of artisans, the weekly pay of carpenters, painters, masons, slaters, etc., now averages from 35/- to 45/-, and in large towns and cities it will be found even higher wages prevail. It is true artisans receive no pensions, but they may keep shops, etc., and they are not deprived of their trade at any time, as is the policeman when discharged on pension. The artisan has his freedom too, and his hours of leisure and recreation. The burden of discipline is not continually pressing upon him. It may be said the policeman has his hours of leisure also. He has, but not the leisure, not the freedom, of those in civil life. Not even on leave can the policeman shake off the pressure of discipline. All those circumstances go to make a great difference in the lives of policemen and artisans. Is, however, the R.I.C. pay sufficient, even though it may be below other police Forces, prison warders, and artisans? The pay of a married constable is insufficient to support him at the present time. Take, for example, a married constable having five children, not a large family. It can be easily shown that this man has to live very carefully and frugally to make ends meet. He can save nothing to avoid debt, and they must live on modest fare. They are few who escape troubles, such as death in family, and sickness. The most honourable men are thus obliged to go in debt, and in order to get out of debt they must place their families on still poorer fare, with no friends to help them (no eggs to receive). Most policemen when they get into debt are unable to get out of it. Now a policeman who is not independent cannot be efficient, and a policeman in debt cannot be independent. This, perhaps, is the most potent argument that could be advanced in support of giving to police pay that will make them independent to the public. With regard to the English Forces, we are entitled to be paid equal to the best paid English Forces. Are our duties less onerous and responsible? On the contrary, they are far more important, require more intelligence, patience and tact, and involve greater responsibility than any other Force in the United Kingdom. We have to perform without additional remuneration duties that are in England carried out by the Excise and civilians, who are well paid for their work. In England the Excise enforce the Gun Licence Act, Hawkers Act, and so on, and even collect agricultural statistics, and civilians are employed to inspect and stamp weights and measures, to enforce Fishery Laws, Food and Drugs Acts, Census enumeration, and collection of voting papers, etc. We are continually furnishing reports for the Department of Agriculture, not to speak of sheep-dipping, swine fever, and other duties connected therewith. Much of the information required is of a highly confidential nature, the procuring of which is a work of the keenest anxiety to the selected member on whom the duty devolves. The people are, as a rule, suspicious towards police inquiry, and require the most difficult and careful handling regarding many matters, and no matter on what subject the information is required, or how difficult its procuring may be, the member who has to procure it may be regarded if not as unfit for his position, at least as

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[Continued.]

unworthy of advancement. Such duty as this in Ireland demands the greatest trustworthiness, and it may be safely challenged whether there is in His Majesty's service another department that can show as untarnished a record for scrupulous reliability and honourable fidelity to trust as our Force, who are in fact the Intelligence Department as well as the garrison for the loyal defence of the Government in Ireland. Our responsibilities have increased fourfold within the last twenty years. We have got additional orders to enforce, and every order and circular issued in connection therewith, and they have been numerous, have added new responsibility to already existing ones. We have elaborate codes, general and finance, of nearly 1,000 pages of rules, regulations, and directions to observe, neglect or ignorance of any one of their nearly 3,000 sections (up-to-date) being a punishable offence, for which we may be any day called to account in some form or other, and under which men are frequently punished. In all positions in life there is far greater efficiency required, and in no position has the demand for greater efficiency been more apparent than in the R.I.C. And none of the largely increased duty and efficiency has been rewarded or recompensed, whereas in no other position that we know of are increased duties required to be performed and responsibilities imposed without increased remuneration. It is doubtful that there is any other police Force in the world—there certainly is not in the United Kingdom—similarly circumstanced as to peculiarly arduous and trying nature of the duties which are required to be performed, and the difficulties under which they have to be discharged, as the R.I.C. In dealing with sectarian feuds, such as exist in the North of Ireland, and street-preaching disturbances occurring from time to time in other places throughout the country, and cattle-driving, etc., where strict impartiality and command of temper under provocation and other influences are indispensable essentials, a most critical and responsible duty devolves on the Force. In Belfast and other centres where party feeling runs high, the police are frequently called on to suppress organised rioters. Missiles are thrown, fire-arms discharged, and in many instances policemen are partially or permanently disabled or shot dead, as occurred notably some years ago. Owing to political and agrarian troubles the R.I.C. are everywhere throughout the country called on to act with such tact and judgment between conflicting interests as demand a degree of intelligence and sagacity not required in other Forces. Otherwise the Government would be frequently involved in serious litigation or embarrassing attacks from one quarter or another. The duty of protection to sheriffs, caretakers, or to new tenants of evicted farms, to other abnoxious individuals, and to property, is often of a most responsible nature, the Force being armed and not infrequently being obliged to come into collision with mobs or other parties resisting the carrying out of the law. No such state of things exists in Great Britain. Can it, therefore, be reasonably contended, as it sometimes is, that considering the population of England and the manufacturing or commercial importance of its largest cities and towns, the duties of the police there are as onerous as in Ireland? Certainly not, and very little reflection is needed to entirely refute such an argument. Politically, England is tranquil, the people are all friendly towards authority, and police receive every assistance in the performance of their work. They are looked

upon as friends of the people amongst whom they do duty, and enjoy the confidence and social respect of their neighbours. There is a total absence of agrarian crime, and such sectarian disputes as occur from time to time in this country are unheard of. In Ireland there is a totally different state of things, militating against the efficient discharge of police work. The average Irishman cherishes a spirit of opposition to the law, for well-known historical and political reasons. He looks with undisguised distrust upon the policeman as the executive officer of a foreign oppressive Government, and makes it a study to give him as little information as he possibly can of the progress of popular movements for the furtherance of political or agrarian ends. Should any person become unpopular with his neighbours from any political or agrarian cause, and that disapproval of his action is marked by outrage on his person or property, a policeman finds all avenues of information regarding the crime closed against him, and if any person is even suspected of assisting him to discover the perpetrator, such person is exposed to similar treatment. Consequently the Irish policeman is in most cases called upon to exhibit superior intelligence, tact, and energetic zeal; and that he does so, as a rule, in a notable degree, is proved by the large proportion of such offenders brought to justice under such difficult circumstances. The term informer is, for historical reasons, still regarded as one of the most odious stigmas with which an individual can be branded in Ireland, and the person who once gives information even in the most trivial cases is so designated. Ireland is productive of various secret or illegal societies, which are countenanced by men of political influence or social position, and much trouble emanates from such sources also. Frequently such societies show themselves in an aggressive form, calling for repressive measures, which must be enforced by the police as the officers of the law. The effective discharge of this duty calls for forbearance and cool-headedness, tact, and judgment, which are characteristic of the Irish policeman, while his brother-in-arms in Great Britain is seldom or never confronted with such difficulty. The Irish policeman, in the discharge of his complex duties, must be capable of interpreting the various Acts of Parliament issued for his guidance. He finds himself called upon not only to act on his own responsibility in the most critical cases, but to discharge legal responsibilities, which in other parts of the United Kingdom are understood to be borne by highly-paid professional gentlemen, and he invariably does so in a satisfactory manner. Therefore, on all the foregoing grounds, and many others that might be enumerated, the R.I.C. feel strongly that they have an irresistible claim to be placed on a level with the best-paid English Force, and that our great Force will never be content with a position of inferiority to any. As regards our claim for a substantial increase of pension, the arguments in support of our claim for increase of pay apply, of course, more strongly still. All police must buy for cash, as they necessarily cannot have much credit in their localities, and they have to live among people who do not forget their actions and former employment. We submit that our present pay and pension are quite insufficient for even single men.

4175. Mr. HEADLAM.—Who wrote that—one of your men or altogether?—It represents the views of all. I wrote it myself.

4176. The CHAIRMAN.—It is very well written.

Constable JAMES DOHERTY examined.

4177. The CHAIRMAN.—Where are you stationed?—Ballymoore, joint station with West Galway.

4178. That is not far from Castlereagh?—No, sir; 5½ English miles by road.

4179. How long have you been stationed there?—Over seven years.

4180. How long service have you had?—Almost 16 years, 7½ years in County Mayo, and 8 years in Roscommon.

4181. Are you a married man?—Yes, with six in family.

4182. Are you living in barracks?—No; I am lodging outside.

4183. What rent do you pay?—I pay £6 a year.

4184. Whom do you represent?—I represent here the constables of Roscommon.

4185. Was any other person examined here representing Roscommon?—Only head constables and sergeants representing Connaught.

4186. Now, what do you wish to bring before the Committee on behalf of your brother constables?—Well, I do not wish to go into statistics, as the head constables and sergeants have gone into them fully.

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Constable JAMES DOHERTY examined.

[Continued.]

4187. Do you agree with what they say?—I do, sir.

4188. Bring any matter you desire before us, and do it in your own way?—I have heard every phase of police life gone into here, and as I am the last witness I may be excused from entering in detail into the matter. You have had before you the necessity of an increase of pay to meet the increased cost of living, a substantial increase of pension, increase of lodging and boot allowances, increase of pensions to widows and orphans of deceased comrades, and the restriction imposed by the Constabulary Act of 1908, according to which a man must be 50 years, or have served 30 years, for pension purposes.

4189. What do you suggest as an alternative to that?—That a man should get the benefit of being allowed to retire after any service of from 25 to 30 years with a pension fixed according to the pay he was receiving at the time.

4190. You desire that a man should be able to retire voluntarily at any time after 25 years' service?—Yes, sir, certainly; and the boot and lodging allowances calculated for pensions. Then, according to our regulations we seldom get any chance of earning any money by cycling. Where I am living is a very large sub-district, a portion of which is $7\frac{1}{2}$ miles away from the barrack, and as we have to be frequently up there we are continually using our bicycles.

4191. Using them for ordinary duty?—Yes, sir. It would take us too long to walk $7\frac{1}{2}$ miles there and back.

4192. Do you cycle there and back?—Yes, sir.

4193. You would get an allowance if it was over eight miles?—Yes, if outside our sub-district, according to our code.

4194. What have you to say about cycling allowances?—I would suggest a small allowance per year to all men who have bicycles. We look on the man at the present time who has no bicycle as rather slow. In fact a policeman to be of any use at the present time must have a bicycle.

4195. Then such an allowance, I take it, would place a man under the obligation to take his bicycle out any time he was ordered?—Certainly; yes, sir.

4196. And other allowances therefor would be dropped?—Well, yes, I would agree with that. In my own part of the country, or any of the Force I know of, would benefit very much by that arrangement.

4197. Have you thought out the difficulty that would arise supposing there were four men in a station who had bicycles and two who had not?—Well, sir, let the two men who have not bicycles get them.

4198. If a man had 25 years' service, and was nearly 50 years of age, and never was on a bicycle in his life,

how would it work out as regards him?—Well, perhaps it would be an injustice to him, but he might learn later on. I have known a man over 60 years of age learn to ride a bicycle.

4199. Mr. STARKIE.—Could you name a sum for cycling allowance?—No, sir, I would leave that to the generosity of those fixing it. I would also recommend that deductions from single men for barrack rent be discontinued. Constables of long service who have failed to get promotion should receive good service pay, and it should come automatically on attaining a certain service, because promotion will always be slow in all the larger police forces.

4200. That really would mean an increment?—Yes.

4201. It would not be good service but long service pay?—Yes, sir. Constables in charge should receive charge pay. The mileage for marching money should be reduced by one mile.

4202. The mileage for marching money should be reduced to seven?—Yes, sir.

4203. Is there any particular reason for that?—In many cases, for instance, down in Mayo, I know several towns that are situated at distances of $7\frac{1}{2}$ to $7\frac{3}{4}$ miles from each other. I know down there we consider it a great hardship.

4204. It was mentioned to us that in one case where the distance was supposed to be under eight when measured it was found to be over the limit?—I did not hear that.

4205. At any rate you think seven should be the limit rather than eight miles?—Yes. I need not go into the question of hostility towards us, which is really growing at present.

4206. Mr. HEADLAM.—In the County Roscommon?—Yes.

4207. Why is that?—I really cannot tell; perhaps it is the work of the Sinn Féin Society or the Irish Revolutionary Brotherhood.

4208. Is there much cattle-driving now?—No.

4209. Is the Sinn Féin Society very powerful now?—Throughout Roscommon, yes.

4210. Do many people talk Irish?—I do not think so.

4211. Not in your part of Roscommon?—No, sir. There is only one other request I have to make, and that is to recommend to this Commission a revision of our pay every five years, as, of course, there is an upwards tendency, and in all reasonable probability it will continue so.

4212. Mr. HEADLAM.—That is to say if the prices went down you would like reduction?—Well, as I say, sir, in all reasonable probability there is no chance of prices going down.

4213. You are willing to risk that?—I am indeed, sir.

The Committee adjourned.

NINTH DAY—TUESDAY, MARCH 10TH, 1914.

At No. 5, Upper Castle Yard, Dublin.

Present:—The Right Hon. Sir DAVID HARREL, K.C.B., K.C.V.O., I.S.O. (Chairman); Mr MAURICE F. HEADLAM, Treasury Remembrancer; Mr. ROBERT F. STARKIE, R.M.; and

Mr. JOSEPH BRENNAN, *Secretary*.

Colonel SIR NEVILLE CHAMBERLAIN, K.C.B., K.C.V.O., examined.

4214. The CHAIRMAN.—You are Inspector-General of the Royal Irish Constabulary?—Yes.

4215. How long have you occupied that position?—13½ years—since September, 1900.

4216. You have been present during the last fortnight, when we have examined officers and men in support of their memorials presented to the Government some time ago, and I would ask you to give,

according to your own idea, as may be most convenient to you, anything that you may wish to state in connection with the memorials, and the claims of the head constables, sergeants, and constables in the Force?—When the question of considering the memorials presented by the members of the Royal Irish Constabulary came before this Committee I thought it might be of assistance to them if I directed

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Colonel SIR NEVILLE CHAMBERLAIN examined.

[Continued.]

several officers of all ranks of the Force who live in daily association with their men, and are acquainted with the conditions under which they serve, to come and give evidence on the general points raised in these memorials. You have had before you the Commandant of the Depot, who deals with the training of the Force, County Inspectors who have the responsibility of administering counties, and also several District Inspectors. These officers and the witnesses from the several ranks have given exhaustive statistics to this Committee, and I think I may be permitted to say their evidence on the whole was very complete, and will give ample material for the committee to consider, and on which to form a decision, as to what is an equitable wage to pay to the rank and file of the Royal Irish Constabulary. I do not propose to go into any elaborate statistics now as regards prices of foods, or pay drawn by other police forces, but I have prepared a few returns which, with the permission of the Committee, I should like to place before them, and the first is as regards the cost of living in Ireland, on which great stress has been laid by the various witnesses. You have had statements showing the cost of living in the various districts which the officers and men represent. I should like to take a comprehensive view of Ireland, and therefore I will take two towns in each of the Provinces—towns which may be fairly regarded as representative of the prices which obtained in those Provinces. The following are the towns:—Omagh, Roscommon, Wexford, Cavan, Tullamore, Tralee, Clonmel, Castlebar. I asked the County Inspectors in those towns to obtain from the principal shopkeepers the prices paid for different articles in 1901 and 1913. The following was the average:—Bread, 4 lb. loaf, 5d. in 1901, 6½d. in 1913; flour, per stone, 1 ¼d. in 1901, 1 9d. in 1913; Potatoes, per stone, 3½d. in 1901, 6d. in 1913; meat, per lb., 7½d. in 1901, 8½d. in 1913; milk, per quart, 2½d. in 1901, 2½d. in 1913; butter, per lb., 1/- in 1901, 1 3¼d. in 1913; cheese, per lb., 8½d. in 1901, 10½d. in 1913; sugar, per stone, 2 1½d. in 1901, 2 5¼d. in 1913; bacon, per lb., 7½d. in 1901, 1 0¾d. in 1913; coal, per ton, £1 2s. 9d., in 1901, £1 11s. 4d. in 1913; peat, per load, 3/2d. in 1901, 5/- in 1913; paraffin oil, per gal., 8d. in 1901, 10d. in 1913. At the Inquiry which was held in 1901, the general conditions of service under which the Constabulary live were compared somewhat exhaustively with the conditions of service of the police in Great Britain. I thought it well, therefore, to obtain the average retail cost on the same dates of the various commodities which I have mentioned to you from certain districts of the county Forces in Great Britain. I selected them quite haphazard. One of these places was Crediton, in Devonshire, and also places in East Suffolk, West Suffolk, Shropshire, and Norfolk.

4217. Mr. HEADLAM.—Where did you get the figures?—Through the courtesy of the Chief Constables, from certain traders in their districts. The following was the average of prices in England at the close of 1913:—Bread, 4lb. loaf, 5½d.; flour, per stone, 1 8; potatoes, per stone, 7½d.; meat, per lb., 9½d.; milk, per quart, 3½d.; butter, per lb., 1 23; cheese, per lb., 8½d.; sugar, per stone, 2 5½; bacon, per lb., 11d.; coal, per ton, £1 5s. 8d.; paraffin oil, per gallon, 9½d. By a comparison of the costs of the articles mentioned in 1913 I find that the cost in Ireland as contrasted with that of the districts of the County Forces named in England is as follows:—Bread, 16 p.c. more; flour, 5 p.c. more; potatoes, 18½ p.c. less; meat, 3 p.c. less; milk, 25 p.c. less; butter, 6 p.c. more; cheese, 25 p.c. more; sugar, 14 p.c. less; bacon, 16 p.c. more; coal, 22 p.c. more; paraffin oil, 4 p.c. more. An analysis of the figures I have quoted shows an increased cost on the dates named in Ireland, between 1901 and 1913, as follows:—Bread, 35 p.c. more; flour, 25 p.c. more; potatoes, 71 p.c. more; meat, 22 p.c. more; butter, 29 p.c. more; cheese, 22 p.c. more; milk, 27 p.c. more; sugar, 14 p.c. more; bacon, 64 p.c. more; coal, 37 p.c. more; peat, 57 p.c. more; paraffin oil, 25 p.c. more. Last year I requested a number of officers, some of whom have risen from the ranks, to report to me what, in their judgment, are the necessary expenses

at the present day of a married constable with four children in a small town in Ireland, or in a rural station. Taking the average returns sent in, it appears that the average cost of living for a married constable with four children, in a town, is £87 7s. per annum; and for such a constable in a rural station £81 per annum. This does not take into account holidays, sickness—that is to say the expenses of sickness that cannot be treated by the local medical attendant—life insurance, or any luxuries except tobacco. Drink is not included, and in only one instance were school fees included. They also reported that they believed that the average cost of living for an unmarried constable in town or country for his messing, clothing, Church fees, and tobacco would appear to be about £36 per annum. This does not include anything for drink, the cost or upkeep of his bicycle, holidays, or any of the other various expenses which a man must incur in the course of a year. With regard to that, I would remind the Committee that many witnesses have spoken as regards the financial position of unmarried constables, and it has been pointed out that many of them endeavour to save money for the period when they hope to get married, and also—and of this I am personally aware—that a great many men send money to their homes, sometimes to their parents and in other cases to enable the young children of the family to be brought up and sent to school. From the statements which have been made, and from what I understand to be the case, I fear that a considerable number of married men are in debt. The fact of their being so must obviously mar their usefulness as police constables. Some of them drift into the hands of local shopkeepers, and in the course of time such men become useless in a police force. It is difficult to say to what extent the men are in debt. I find that in the five years previous to the Committee of 1901, 99 unfavourable records were awarded for men who had got into debt, and whose cases came before the Inspector-General. During the last five years I have awarded 80 unfavourable records for the same cause, but I do not think that these statistics can give one a fair clue as to what is taking place. Ever since I have been Inspector-General, especially in the matter of debt, I have made it my practice to refrain as far as possible from giving a man an unfavourable record, and I have endeavoured by advice and encouragement to enable him to free himself from debt. All I can say is that from time to time I receive letters from shopkeepers complaining that men are in debt, and in the majority of cases I inform them that the legal remedy is open to them, and that I am not prepared to collect the men's debts. One witness, if I recollect rightly, suggested that the fact of men being in debt was prejudicial to the discipline of the Force. As regards this point I would point out that in the year 1900, when the Force was considerably stronger than it is at present, 5 per cent. of the Force were punished for disciplinary offences, and in 1913 3 per cent. were punished.

4218. Mr. HEADLAM.—Has there been an increase in the number of letters from tradesmen?—I cannot say that there has been. I don't know what it was in 1900.

4219. The CHAIRMAN.—Naturally you as head of the Force discourage an appeal to you by tradesmen?—I do not encourage it. When they write to me the complaint is sent to the County Inspector in the county in which the constable is stationed, and in most cases it is brought under the constable's notice. He is directed and encouraged to do everything he can to meet his obligations. At a later stage, if the matter is pressed and he becomes decreed for debt I have no option but to follow the traditions of the Force in awarding him an unfavourable record. As I have stated I have not inflicted so many of late years, but that a large number of men are in debt I have no doubt whatever.

4220. Mr. STARKIE.—Were they married men or single men, as a rule, who were reported for debt?—The majority were married men, and there were some young men who were extravagant. The married men had drifted into debt, which had possibly spread over some prolonged period.

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Colonel Sir NEVILLE CHAMBERLAIN examined.

[Continued.]

4221. The CHAIRMAN.—You very properly stated that your reply to these people was that you were not in a position to collect their debts. What I meant by using the word discourage was that if traders in the country were given to understand that it was a very easy thing by reporting a man to get disciplinary authority exercised against him they would be less cautious in allowing—or rather would encourage—policemen to get on their books?—Yes. Now, in the Report of the Committee of 1901 attention was drawn to certain pecuniary advantages which it was said the Royal Irish Constabulary have over police in Great Britain. These may be summarised as follows:—Better prospects of promotion, no deduction for pension, although 2½ per cent. is deducted from the pay of British police towards superannuation allowance; cheaper living, cheaper house rent, medical attendance free to the men and their families; pensions to wives and families if a constable has served 15 years prior to his decease; no deductions from pay in the case of sickness; compensation to police if injured. Evidence has been given to the Committee to show that the last point mentioned does not now apply.

4222. The CHAIRMAN.—(Owing to a decision in the Superior Courts the recovery of compensation for malicious injuries to police in the discharge of their duties has become almost impossible?—Yes.

4223. Mr. STARRIE.—It really means that if a constable is injured owing to having become obnoxious in the discharge of his duty he can get compensation.

4224. The CHAIRMAN.—Since the last Committee of Inquiry, in 1901, the decision of the Irish Court of Appeal in the case of Murphy against Cork County Council, 1903, Second Irish Report, p. 445, very greatly limited the cases in which a policeman can receive compensation by laying down that it must be shown that the motive for the injury was special malice directed against the person injured on account of previous exertions on his part to bring disturbers of the public peace to justice. There must be present an element of malice on account of previous exertions on his part?—Yes.

4225. Mr. HEADLAM.—Why is it that that decision was never taken to the House of Lords?—I cannot say.

4226. The words of the Statute to the ordinary lay mind have no warrant for that decision. May I read the Statute:—"Be it enacted: that if it shall appear that any person having given information or evidence against any person or persons charged with any offence against the public peace shall have been murdered or maimed previous to the trial of the person or persons accused by such information or evidence, or any of them, or on account of any such evidence given, or that any magistrate or other peace officer shall be murdered or maimed on account of his exertions as such magistrate or peace officer to bring disturbers of the public peace to justice, it shall be lawful for the County Court of the county within which such murder or maiming shall have been committed, respectively, to make a decree for such sum or sums of money as the Court shall think just and reasonable to be paid to the personal representative of such witness, magistrate, or peace officer so murdered, or to such witness, magistrate, or peace officer so maimed, having regard to the rank, degree, situation, and circumstances of such witness, magistrate, or peace officer, such sum of money to be raised off the county at large or the district in which such murder or maiming shall respectively have been perpetrated, at the discretion of such Court." I have been trying to find out the basis of that decision and why it was not taken to the House of Lords?—It was not taken to the House of Lords.

4227. Mr. HEADLAM.—I want to know why it was not. In former days when an action was taken under that Statute did the responsibility for taking the action lie with the officer, or the Chief Crown Solicitor on his behalf?—I believe I am correct in saying it was done at the risk of the particular officer concerned.

4228. That deterred officers of the Force from taking action?—It has since that decision; but formerly they presented their claim, in many cases receiving very substantial compensation.

4229. The CHAIRMAN.—Although, perhaps, respon-

sibility by the Government was not undertaken the proceedings were always known and recognised by the Inspector-General and the Irish Government?—They were. Not only were they informed, but if a man gets compensation under this Act and has to leave owing to his injuries, a proportionate amount is deducted from his pension. If he does not leave owing to his injuries I do not believe any sum will be deducted from his pension when he leaves the Force definitely. Now, to resume the survey over the Report of 1901, which is very interesting and covers a great deal of ground; no doubt in certain cases the Constabulary in a pecuniary sense are better off than their comrades across the Channel. It is difficult to estimate the value of the advantages in pounds, shillings, and pence; but it might be useful to touch on some of them. The 1901 Report states that the proportion of constables to sergeants in Great Britain were about seven to one, and in the Royal Irish Constabulary about three and a half to one, owing to the very large number of sub-districts where we have a sergeant in charge of a small body of constables, which is not the case in Great Britain. Two out of three constables who remain in the Force get promotion. If we take the case of a man serving anywhere in Ireland, except Cork, Londonderry, and Belfast, he is promoted to be an acting-sergeant after 18½ years' service, the present average; he becomes a sergeant a year and eight months later, and he continues a sergeant until he has served 30 years. When he retires on pension the total amount of salary he will draw during the 30 years, apart from allowances, is £2,118. District Inspector Moriarty gave the Committee at great length some statistics with regard to the pay of County and Borough Forces in Great Britain. I will merely take at random some purely rural forces in Great Britain—say in Brecon, Cumberland, Westmoreland, Isle of Wight, Worcestershire—and an analysis will show that the pay of the British constable who serves as such throughout his service amounts to £2,300, that is to say he draws in pay £182 more than a sergeant in the R.I.C. whose promotion has followed its normal course.

4230. Mr. STARRIE.—Is the 2½ per cent. for superannuation deducted?—No, that is the pay he draws. I have not made any deduction for house accommodation or anything. It is simply the salary paid out without deduction.

4231. The CHAIRMAN.—For comparison of pay purposes, a county constable in England is made a sergeant in Ireland?—Yes. Dealing with cheaper living and cheaper house rents, as regards unmarried men, the average cost of board and lodging of a member of a British County Force was stated in 1901 to be about 12/3 per week. Ten members of the Constabulary, four of whom were officers, who appeared before that Commission, estimated the cost of messing of single constables of the R.I.C. at 11/10 weekly: add 1/- a week for barrack accommodation, and we have 12/10 in the Royal Irish Constabulary for board and lodging as compared with 12/3 for his comrades in Great Britain in 1901. It would be interesting to learn how it stands at present, in view of the rise in prices in Ireland during late years. I understand that in the county forces in Great Britain, where the majority of men live in rented cottages, the general rule is that if the rent exceeds a fixed sum the county pays the balance. In some large towns where rents are excessive an allowance, non-pensionable, is given. In Manchester each man receives 2/6 a week for this. In Liverpool married constables receive 1/- or 2/- if their rents exceed 5/6 or 6/6 respectively. In London, Metropolitan and City, a police allowance is given on like conditions. It must be remembered, however, that in the towns in Great Britain I have quoted the pay of constables is largely in excess of constables of the R.I.C. Medical Attendance free to the men and their families—it costs the State 2/- per month per head to provide this in Ireland. If the case is one requiring more care than the local doctor can bestow, the man has to be sent to hospital, where he has to pay for board and lodging and attendance at Steeven's Hospital at the following rates:—Married men 1/6 daily, single men 2/4, recruits 1/10; and in county workhouses and infirmaries about 1/6 daily. During their stay in hospital they are subject to

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the usual deduction for barrack accommodation, though they are not enjoying it. In Great Britain most of the police receive medical attendance free when sick or injured on duty. In many British forces I learn the men have to make their own arrangements for the medical attendance on themselves and families. This in many instances they can do at a very reasonable cost by joining benefit societies. Such societies give a scale of pay while sick as well as medical attendance. Pensions to the men's wives and families. The 1901 Report stated that in ordinary civil life it would be necessary to pay £5 to £6 annually to secure the present pensions. The average sum paid by the Government annually under this head was £5,000 for the past ten years. This practically means a sum which would be met if each man in a force of 10,000 police contributed 10/- annually, or £15 in 30 years. It may be said it would be very hard on the unmarried men, as the benefit is one for married men. I find that on the 31st December, 1913, 260 out of 505 men who enlisted in 1890 were in the Force; of these 198 were married men, that is to say nearly four out of five were married men. Deductions when sick. The practice in Great Britain varies considerably, I learn, but in many forces 1/- a day is deducted when sick. If we assume that each man in the Royal Irish Constabulary is non-effective for six days in each year of his career, which is an assumption I base on a return of 70 men who have recently left the Force, which is all I was able to obtain at short notice, this would amount to 180 days' service, or a deduction of £9. Superannuation, 2½ per cent. deduction. This is clearly to the advantage of the R.I.C., and is equivalent to an increase of about 6d. in the £ on their salary throughout their service. When, however, all these advantages have been reckoned up I suggest that it leaves a very large discrepancy between the pay of a constable in the R.I.C. and a member of the Police Force in Great Britain; that is to say in localities where the wages are not specially high, not being in the centre of mining or manufacturing districts. Before I pass from the subject of pay I would suggest for the consideration of the Committee that when the question of any variation in the pay of the R.I.C. comes into consideration it would be of advantage to the Force if such alterations could be made in the same way as I understand is the case in the Post Office, and possibly, though I am not aware of it, in other large public departments, by which the recommendations of a Departmental Committee are finally approved of by the Treasury instead of having to go through the elaborate machinery of passing an Act of Parliament. Circumstances may arise which render it difficult to place before Parliament proposals connected with the pay of a large police force like this. It may have been such considerations which prevented effect being given to such proposals as required legislation which were made by the Committee of 1901 until 1908. I need scarcely suggest to the Committee how discouraging it is to the men of the Force when after recommendations have been made by a specially appointed Commission so long a period takes place before they are given effect to.

4232. Mr. HEADLAM.—What was the object of making this special distinction between the Royal Irish Constabulary and the Metropolitan and other police forces?—I am not aware. It has been in existence for many years—ever since their commencement.

4233. An Act of Parliament would be required if anything is done in the present case. You would take power to vary it as in the ordinary manner of the Civil Service in future?—That is a matter I put forward for the consideration of the Committee in their Report.

4234. Do you think it would be an advantage?—I think it would be a distinct advantage.

4235. At present there is a long series of Acts dealing with the R.I.C. In any Act which may be passed as a result of this Committee's advice you would amalgamate these Acts?—Quite so. I would suggest that when the question of pay of the R.I.C. comes under consideration that if the Irish Government can show due cause to the Treasury for an alteration, and when

a Departmental Committee have investigated the matter and arrived at a decision, the question should then be dealt with as in the case of the Post Office, and Civil Service generally.

I should like to be permitted to point out some respects in which the work of the R.I.C. differs from that performed by the police in Great Britain. In several parts of the Report of the 1901 Committee this point was touched on very briefly; but I think it may be useful to the members of the present Committee of Inquiry if I go somewhat more fully into the work of the Constabulary than was done in the Reports of the Committees of 1866, 1872, 1883, and 1901. In the Report of the latter in paragraph 15 it is stated that the Constabulary are mainly employed in the discharge of rural duties. This is, no doubt, correct; but I suggest that the statement as it stands does not illustrate the fact that the rural duties they have to perform differ in many important respects from those devolving on the police in England, Scotland, and Wales. Outside the Dublin Metropolitan Police area, the Royal Irish Constabulary police the remainder of Ireland. The principal centres of population are—Belfast, population 386,947; Cork, population 76,673; Limerick, population 47,246; Londonderry, population 40,780; Waterford, population 27,464. In the towns and cities of Ireland, with the exception of Londonderry and Belfast, the normal duties of the Royal Irish Constabulary may be taken as being generally on the lines of those devolving on the police of cities of smaller size across the Channel. In Londonderry, and particularly in Belfast, their duties are at all times exceptionally onerous and responsible, owing to the acute differences in religion and politics of the two sections of the inhabitants of these cities. In the country districts of Ireland, except where the locality happens to be disturbed, the duties are no doubt mainly confined to the conditions of rural life in Ireland, but these conditions differ so materially from rural police duties in Great Britain that it seems to me desirable to refer to them in detail. The R.I.C. is an armed Force; the police forces in Great Britain are not. The training of a member of the R.I.C., which is a protracted one, comprises not only ordinary police work, but he is required to be proficient in drill and the use of his weapon. The Royal Irish Constabulary are armed with the Lee-Enfield .303 carbine, and the Webley Service revolver. Each recruit while at the Depot has to undergo a careful course of musketry instruction, under instructors who have been through the Hythe Course of Musketry. He is trained to use his carbine and revolver, first with miniature ammunition, and later with ball ammunition on a service range, generally at the Curragh. After passing into the ranks he has to go through a musketry course each year, and to fire 100 rounds of miniature ammunition, with carbine and revolver. The men take the greatest interest in these practices. Very many of them are remarkably good shots, and each year there is a keen competition for the Musketry Challenge Cups of the Force. As an instance of the proficiency attained, I would mention that on the last occasion that a party of the Royal Irish Constabulary competed at the All Ireland Army Rifle Meeting at the Curragh, in 1909, the party won sixteen prizes. I am entirely satisfied that as regards ability to use the weapons placed in their hands by Government, the safety of the Constabulary themselves, and the safety of the public they protect, is amply secured by the arrangements in force. If a member of the Force wishes to join any local athletic meetings he is boycotted because he is a policeman. If his duty compels him to arrest a prisoner, there are many parts of Ireland where he cannot count on support or sympathy from those around him, unlike Great Britain, where the police have the sympathy and support of respectable persons. It is, however, in the performance of detachment duty that the difference of the work performed by the police in Great Britain and the R.I.C. is most marked. Of late years there have been a few occasions on which the London Metropolitan Police furnished detachments at Tonypany and elsewhere. When a disturbance breaks out in any town or district in Great Britain the local police force is, I understand, often re-inforced

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by men drawn from some distance, as the places near by are likely to be affected by the same trouble. On such occasions I believe the detachments are liberally treated in the way of extra pay and allowances. As a rule, the men are housed and fed and receive special allowances; but I believe I am correct in stating that in Great Britain detachments of police are not constantly liable to be moved, with perhaps an hour's notice, at all seasons of the year, from their stations—let us say from the southern counties of England, or from Wales or Scotland, to perform arduous and possibly prolonged duties in a distant part of England, except during industrial troubles. Yet this is a call which is constantly made on the R.I.C., especially on those serving in counties that are undisturbed. Officers and men can never say when a special call may not come by telegram from the headquarters of the Force. On such occasions their duties are varied. They have to protect the Sheriff and his officials at evictions, to prevent illegal meetings, to keep the peace between rival factions when, as is often the case, political or sectarian trouble arises. At other times they have to maintain order in a hostile crowd when prisoners are being tried for agrarian offences. Since cattle-driving commenced, the Constabulary have to guard farms, and to search for and drive cattle back to the farms from which they have been driven. Many of the Constabulary have to perform long and irksome duties by night in the very responsible task of looking after persons for whose safety it is necessary to provide special armed protection. In some counties they have to perform duties in connection with illicit distillations which entail long journeys over rough ground to effect by surprise seizures in connection with this breach of the law. When performing the duties I have described, a serious collision with the people not infrequently occurs. Of late years labour troubles in Ireland, which previously had not affected the Constabulary, have necessitated, as in Great Britain, the employment of detachments of Constabulary in the affected areas. These and other duties which are not performed by the police in Great Britain, and which, as they have already been described in evidence to the Committee, I will not repeat, are performed at all times in the most loyal and thoroughly efficient manner by the Royal Irish Constabulary, and it is because they performed these duties so faithfully in the past that the Force has been given the title of Royal—a distinction which has not been conferred on any other police Force in the British Empire. During the course of evidence reference was made to the condition of the country of late. I may say with regard to that, that during the five years prior to the Commission of 1901—1896 to 1900—there were 46,369 indictable offences, and 30,897 persons were tried for non-indictable offences. During the five years ending 1912, there were 49,771 indictable offences, and there were 36,387 persons tried for non-indictable offences, showing in each case an increase in the work done by the police. The country has, no doubt, been on the surface peaceful during the last two years, but I mention the words "on the surface" because we saw by the regrettable occurrences last year at Londonderry that it is only on the surface. There are possibly reasons, into which I will not go, which have led to tranquillity in Ireland during the consideration of the present Bill for the Government of Ireland.

4236. The CHAIRMAN.—Do the figures for indictable offences represent the number of offences committed?—The number committed.

4237. The figures for the non-indictable offences show the number of persons tried, and for indictable offences the return is for the number of offences committed?—I think so. I would now like to speak to the Committee about our recruiting. Several witnesses have been asked if we have not a certain number of candidates on our books of the second class who comply with our standard of height and chest measurement. It may be well if I point out what are the regulations on the subject. Candidates for the Force are divided into two classes, the first class to include only such men as combine in the highest degree physical strength with good education, and superior moral character; the second class to include those who are merely physi-

cally qualified. For the guidance of candidates they are informed that so long as the country will supply first-class men those belonging to the second class cannot hope for admission. I may add that second-class candidates have never been enlisted in the Force. There are certain stringent rules laid down regarding the general qualifications of a candidate, apart from physical and literary qualifications. He must have a good character for honesty, sobriety, fidelity, and be of superior activity. District Inspectors are required, when necessary, to institute the most searching inquiry into the antecedents of the candidate as regards his general character. They are warned not to recommend any man with whose past history, as well as present habits, they are not familiar. Nor can they recommend any candidates, even though they be of good conduct personally, whose parents, relatives, or associates are not of respectable, or are of suspicious, character. No candidate can be recommended about whom there is any suspicion that he is in any way imbued with sectarian or strong political feelings. The result is that the class of recruit who has been enlisted in the Constabulary for many years past is an exceptionally good one. The men perform their duty faithfully and well, and in the long and honourable history of the Force the cases are extraordinarily few in which any member of the Force has transgressed one of our most strict regulations—namely, the prohibition of the manifestation of either political or sectarian opinions. Any breach of such regulation is dealt with promptly and effectively, but the necessity for doing so rarely arises. To return to the question of the two classes of candidates, policemen must of necessity be powerful, active men, with the standard of education required to carry out their responsible and varied duties. They would be quite useless unless they fulfilled these two conditions. In many British Forces the minimum height is 5 feet 10 inches. We never take, as I have said before, any second-class candidates. The placing of men in the second class merely indicates that they come up to our regulation physical standard, but as a matter of fact are not fit to be policemen unless they improve either physically or in education. Some men do improve, so it is a useful waiting list.

4238. Mr. HEADLAM.—Your real standard is much higher than your nominal standard?—Yes.

4239. The CHAIRMAN.—You mean the standard combining education and physique?—Perhaps I might reply to Mr. Headlam. On reconsideration I would not say that our real standard is much higher than our nominal standard.

4240. Mr. HEADLAM.—I understood you to say your second-class candidates came up to the physical standard, but that there is no chance of their going on except they improve, which shows you require more than you ask for, unless a second-class candidate means that though he is physically up to the standard, mentally he is not?—The second class include those who, while satisfying the minimum requirements as to height and chest measurement, are not up to the first class as regards literary qualifications, stamina, and physical development.

4241. The CHAIRMAN.—You keep them on a waiting list, and encourage them to improve themselves?—We encourage them in every way. I receive innumerable letters from friends and relatives of these candidates begging that they may be accepted. They are advised by the police in the district in which they reside, and I write them letters myself recommending them to go through physical exercises, or improve their education. Some do improve, and we are naturally glad to take them when they reach the standard required.

4242. Mr. HEADLAM.—That higher standard you do require is not laid down anywhere?—Yes. Candidates for the Force are divided into two classes. The first class include only such men as combine in the highest degree physical strength with good education and superior moral character. The second class include those who, while satisfying the minimum requirements as to height and chest measurement, are not up to the first class standard as regard literary qualifications, stamina, and physical development. As long as men of the first class are available, regard for the interests of the service debar admission of the second class.

4243. A man must first come up to the minimum standard for a second class recruit, and he must be something better before he goes into the first class?—He must be better in stamina and physical development.

4244. You do not put the standard of the higher class into feet and inches, or absolutely define it in any form?—We start by saying we will take nobody under 5 feet 9 inches. We have our height and chest measurements, and unless a man can fulfil these conditions he cannot be considered a candidate at all.

4245. You never lower these standards? In the army when they cannot get recruits they vary the standard?—Speaking purely from recollection of what I have read, during the Crimean war the standard was lowered, and it may be that during the rush that came on the police Force in '81 the standard was temporarily lowered, but in ordinary times it would be highly prejudicial to the interests of the public in preserving law and order to have puny policemen. It is recognised in police Forces that a policeman should be a powerful, active man. If you have smaller men the only alternative is to have a great many more of them.

4245a. Do you ever advertise for recruits?—I believe it would be quite useless to advertise in Ireland for recruits for the Royal Irish Constabulary. No advertisement could be as effective in bringing the matter before recruits as the agency of the local sergeant, who is at all seasons in every remote corner of Ireland. In England soldiers are never seen in many districts, so it is possible that there advertisements may be useful. In Ireland the constable is seen throughout the length and breadth of the land. The conditions of service are well known, and if any man wishes to join the Force he has only to go to the nearest police barrack to ascertain our conditions of service. If we did advertise it is highly probable such advertisement would never be read, for people in the country districts in Ireland, as elsewhere, prefer to read local papers rather than important daily papers. In December, 1901, there were 721 first-class candidates and 191 second-class, nearly four first-class candidates to one second-class on the list. In December, 1906, the numbers were about equal. The figures have fluctuated since. In December, 1912, there were 91 first-class and 101 second-class candidates. In December, 1913, the figures were 19 first-class and 84 second-class, or about $4\frac{1}{2}$ second-class to each first-class candidate. I may mention that on the 30th September last our list of first-class candidates was as low as 11.

4246. Mr. HEADLAM.—Can you say what it is now?—No, I have not got the returns for January. In connection with the quality of our recruits I would state that last year I called for a report on the subject from all the County Inspectors in Ireland, through whose hands all candidates pass. They are all experienced officers whose service varies from 23 to 31 years. They all replied that they considered the quality of our recruits has deteriorated of late. For my own part, looking back over the period I have commanded the Force, when I have seen a number of recruits at the Depot, and later when inspecting in the country, I consider that while among them are some remarkably promising young men, there are many others who appear to me to be distinctly inferior generally in physique, education, and intelligence to the type I saw some years ago. I believe the pay in the Royal Irish Constabulary at present is the main reason for the falling off in our recruiting. Comparisons have been made between the cost of living in 1884 and the prices which obtain at the present time. I think it is probable that the prices in 1884 were considered by the Borough and County Police Committees in Great Britain, when in late years they raised the pay of so many of the police forces across the Channel. Such a comparison may be of interest from a purely statistical point of view, but it will not assist us to solve the problem of how to obtain suitable men for the Royal Irish Constabulary, or how to retain them in our ranks once they have joined the Force. A candidate who thinks of joining us now at 20 years of age knows nothing, and if he does, cares nothing, about the cost of living 10 years before he was born. I do not think it would re-assure the men in the ranks, or those

who contemplate resigning, to hear that prices were equally high before they joined the Force. It comes to this in my judgment: the service must be made more attractive. The Government must do what has been done in Great Britain under such circumstances. The Committee of 1882 stated on page 6 of their Report:—"The test by which the adequacy of Constabulary pay is measured in Great Britain is, can we count on enlisting men fit for police duty and retaining them in a vigorous condition of body at existing pay?" If we apply this test to Ireland the answer is an obvious one. The Committee of 1901 alluded to the same question in pages 42 and 45 of their Report, and on the latter Committee, as on the present one, was a representative of the Treasury, the late Sir Robert Holmes. His view on the matter was quite clear. In question 9345 he asked witness:—

"You referred to the rise of wages in the police forces in England. Do you know why they were raised?" *Answer.*—"The men agitated."

Sir Robert Holmes.—"There was no agitation. It was because they could not get the men otherwise. When that occurs in Ireland they will have to raise the pay." A similar view was expressed by Mr. Starkie, a member of the present Committee, on the Committee of 1901, in which he asked:—

"The rates of pay of several English police forces have been increased within the last 20 years. Why have they been increased?" *Answer.*—"Because they asked for it, as we are doing now."

Mr. STARKIE.—"It was because they could not get the men unless they increased the pay."

It may interest the Committee to learn the class from which our men are recruited. The following is a comparative analysis of the recruits for the years 1901 and 1913:—

	1901.		1913.
Farmers' sons	... 325 ...	...	338
Labourers	... 28 ...	...	63
Shop assistants	... 33 ...	...	38
Clerks	... 15 ...	...	8
Teachers	... 7 ...	...	4
Carpenters	... 6 ...	...	4
Postmen	... 4 ...	...	6
Gardeners	... 3 ...	...	9
Grooms	... 2 ...	...	4
Herds	... 5 ...	Ex-soldiers	8
Musicians	... 5 ...	Blacksmiths	5
Various professions	42 ...	Various professions	47
No trade or calling	63 ...	No trade or calling	64
Total,	... 536 ...	Total,	... 598

I pass now to the question of promotions which has been alluded to by various witnesses. Some of the witnesses have recommended that all promotions to the rank of officer should be given from the ranks instead of as at present. This is not a new request. It came, I understand, before the Commission of 1882, and the view expressed by the Commission was entirely in accord with what I feel myself. I would like to read to you this Report. After stating that "such an arrangement is not likely to give universal satisfaction to the men," it went on as follows:—

"A semi-military force imposes duties on its officers which obviously require qualities different in some respects from those suited to civil forces. The officers of an armed force, in dealing with their own men and with the people, require habits of command and perfect tact, qualities with which education and social training have a great deal to say. Strict discipline like that of the Royal Irish Constabulary administered by men of education and social experience is likely to produce less unnecessary rigour and a readier spirit of duty than if enforced solely by officers whose previous life has been passed in subjection to that discipline."

Seventeen years later, my predecessor, Sir Andrew Reed, who had a very full knowledge of everything con-

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nected with the R.I.C., stated as follows in a memorandum which I read the other day :—

“ I am decidedly of opinion that to deprive the Force of the advantage of having the fresh and highly intellectual element now supplied to the service by the introduction through severe competition of young men of high education, many of whom have collegiate and University education, would seriously impair its efficiency. I cannot admit that head constables are better fitted for the appointment than such young men, who, after a few years' experience, become officers of high qualifications. The energy and intellectual vigour which such officers impart to the service have materially helped to make it efficient as a police Force.”

I may state as regards that point, that a considerable number of the direct commissioned officers now serving in the R.I.C. have obtained the qualifications of various Universities through which they have passed. I regard the officers in the Royal Irish Constabulary who have been promoted from the ranks as a most admirable set of officers. They have shown, as long as I have been in command, the greatest efficiency in the performance of their duties, and there are many of them who have fulfilled the promise they gave when they were promoted, but at the same time in a Force such as the Royal Irish Constabulary, I entirely concur with the views expressed by the '82 Commission and Sir Andrew Reed. Although these views were expressed regarding the police Force, I may perhaps be permitted to mention my experience in the army, in which I served 27 years before coming to the R.I.C. In the army, while I have known many officers promoted from the ranks do their duty in the most efficient manner, the direct commissioned officer is found to be a necessity. My idea of an efficient police Force is a leavening, such as we now have. I suggest no alteration should be made in that respect. One witness, Head Constable Croghan, of Claremorris, seemed to be under a misapprehension as to the manner in which the services of officers promoted from the ranks and those who have received direct commissions are employed. If I understand him correctly, he seemed to think that an undue proportion of promoted officers were sent to do duty in disturbed districts in the West, where life is uncomfortable and the duties hard. I should like to mention that in the Counties Clare and Galway, which are the most disturbed districts in Ireland, during the past five years there have been on an average 6 District Inspectors who were promoted from the ranks, and 15 who received direct commissions. It was also suggested that the age for the promotion of head constable should be raised. At present, as the Committee are aware, it is 45 in the case of a competition head constable, and 48 in the case of a seniority head constable. To show you how that affects the majority of men concerned, the average age of those promoted by competition in the last 10 years is forty-four-twelfths, and of those promoted by seniority forty-six six-twelfths. This question, like many others in the organisation of the Constabulary, which, as the Committee are aware, is an organisation that has been built up after many years' experience of the conditions of policing Ireland, was considered so long ago as 1865 by one of my predecessors, Sir John Stewart Wood. In '65 in a general order he issued, he stated, “ No head constable should be promoted who is liable soon to be unfit for active service, or merely as a means of securing larger pension. I cannot feel it my duty to select for such promotion any man over 48 years of age.” The age limit for promotion from the seniority list has remained at 48 ever since. When the rule as regards giving one-half the vacancies in the rank of District Inspector was promulgated in January, 1895, the age limit of head constables who competed for promotion was 42. It was found, however, it afforded too little scope for making a selection, as the number of men eligible to compete was too small, and in January, 1900, the limit was increased to 45, and under the present rule a sufficient number of candidates are always available. Some good men may be prevented from applying for competition, but this applies equally to the men on the seniority list, who are eligible until the age of 48. In

June, 1902, the Chief Secretary, replying to a question in Parliament suggesting the extension of the period for seniority head constables to 50 years, said :—

“ The office of District Inspector is essentially one to be filled by an active man. Since he is to retire at the age of 60 years, the limit of 48 fixed in the case of senior head constables cannot, in the best interests of the service, be exceeded.”

I concur in that view. Another point that was raised was the abolition of the rank of acting sergeant. That matter, as the Committee are aware, was gone into exhaustively in 1901. Officers and men gave evidence about it, and various chief constables from over the water also gave evidence. For instance, the chief constable of Newcastle-on-Tyne said :—“ An acting sergeant receives the same pay as a constable. He wears an armlet, which is taken off when duty is over. His promotion depends on conduct.” Several chief constables from Essex, Shropshire, and other places, gave the same reply. I agree with the views expressed by those officers at that time. We find that the rank of acting sergeant is a probationary appointment which gives an opportunity of testing whether a man is fit for advancement. In the years 1904-13, I find that 86 men were passed over as being unfit to promote to a higher rank, but, of these, 61, whose promotion had been checked until I could receive favourable reports about them, were subsequently promoted when they showed themselves more deserving.

4247. The CHAIRMAN.—Were the 86 never promoted? —25 of them were not.

4248. Were they retained as acting sergeants?—They were.

4249. I was rather curious to know with reference to this period of probationary rank, whether there was an instance of where a man who did not fulfil expectations was deprived of his stripes?—Yes, there are many cases like that, but I cannot give you the actual figures. There was also a very general request put forward that promotion from the rank of constable should come from one seniority list. This requires very careful consideration. I take the point of expense first. It would rarely happen that a vacancy would occur in his own county for a constable when his turn for promotion arrived. His promotion would, therefore, in the majority of cases, involve his transfer to another distant county. The families of married men would also have to be transferred at public expense. It would be quite impossible to make any estimate of the expense in such cases, as taking into consideration the native county of the constable and his wife's county, to which they cannot be sent, we could not form any idea as to the county to which they might be transferred. As to men on the “ P.” list, we frequently have to send them to distant counties, but their number is very small. Fifteen per cent. is the total. They go at their own expense. There can be no doubt that the expense involved in moving 160 men promoted annually from the ordinary list would be very great. Under such a scheme men of good local knowledge would be moved to localities about which they knew nothing. This would be injurious to the public interest. Of course, the same objection applies to head constables promoted, but they are few in number. Cases might arise in which, owing to the county of his birth, a constable who is next for promotion could not be sent to fill an existing vacancy. What is to be done then if he is passed over? Several men at the head of the list might be men of the same religion, and the removal of them might upset the average of religions in the counties concerned. Similar disabilities must exist in all borough and county forces in Great Britain. Yet they do not move their men about.

4250. Mr. HEADLAM.—They are professedly borough or county forces, and the Royal Irish Constabulary is one Force?—I do not know the conditions of service in the county and borough forces.

4251. I mean it is a distinction between a purely local Force and a Force given to the country as a whole; and therefore one does not understand at first sight why there should be this county organisation in

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Ireland, except as a relic of the time of 1856. Can you tell us anything about that?—I cannot say when the county organisation was established.

4252. The CHAIRMAN.—It was provincial before that?—Yes.

4253. Mr. STARKIE.—The county organisation was established by the 6th William IV., cap. 13.

4254. The CHAIRMAN.—There appeared to be a feeling, as shown by the evidence, that there was a great difference in the period of service at which men were promoted in various counties. It was stated that men in quiet counties, as they were described, might not get the opportunity until they were 22 or 23 years in the service, and that men in disturbed counties got their opportunity after 14 or 15 years, and that the average was 18½. Some witnesses accounted for that by saying that in the disturbed counties the proportion of young men was much higher than in other counties, and that therefore they receive their opportunities sooner. Whether that is so or not we cannot say, but at any rate in the quiet counties the period of service of the men on the average all round was longer, and therefore that was the reason they did not attain to promotion sooner. There was also a reference made by one or two men to the possibility of being on a promotion list for many years, and never getting any opportunity at all, and I think it was that rather that was dwelt upon. It appears—you will correct me if I am wrong—that there is a county annual examination which is carried out by papers sent from headquarters, and that a list is prepared from that, and that the County Inspector is bound to inform the men who have not passed. Those who have passed are placed on his list, but then there is submitted a quarterly list, and that quarterly list would have a commanding influence on a man's chances for promotion. Am I right so far?—Yes.

4255. Then it appears a man who may not have passed at that, but has passed at the annual examination, may occupy for all time a position on the quarterly list which will never give him a vacancy, inasmuch as his seniority is to be considered in connection with other qualities when his time comes for obtaining actual rank. If a man is on the promotion list, and never gets promotion afterwards, it is very disappointing to say the least of it?—The only reason so far as I am aware for the variation in the rate of promotion in different counties is that when men have served five years in a disturbed county, or one which they do not like, they often apply for a transfer to some county where the duty is less harassing, and men of short service who remain in the county get the benefit of this when promotions are being made. It sometimes happens that the rate of promotion is quicker in fairly good counties, but this, I believe, is due to accidental circumstances, which do not operate very long, such as an abnormal number of senior men being considered unfit to take command. Two men of short service were recommended for promotion in a certain county recently. The County Inspector explained that many of his most promising young constables had been transferred to Belfast. I therefore promoted men in other counties, and sent them to fill the vacancies in the county I have referred to. As regards the examination to which the Chairman has alluded, I would remark that it is merely an examination to show whether the man is fitted educationally for the higher position, and if he passes it he qualifies himself to be placed on the promotion list. Then other important factors come into consideration before a man is promoted. He may have wonderful ability as regards educational and literary matters, but we have also to find out whether he is a man of energy, whether he is courteous and of civil demeanour and bearing towards all classes of the general public, and, above all, whether he is in every respect qualified professionally for promotion and for the command of other men. In such cases questions of tact, temper, discretion, courtesy, and so on, come in, which can never be gauged by any examination no matter how stringent. If these questions can be satisfactorily answered, then the County Inspector recommends him for promotion, and if a vacancy occurs in the coming quarter then full consideration is given

to seniority. There is no subject which has given me more thought during the period I have been Inspector-General than the question of promotion. It is a most difficult question. I sympathise to the full with a good hard-working policeman who finds his promotion delayed, but I am bound to say while no arrangements are perfect, such arrangements as we have at present are the result of the experience of very many years. No one would be more gratified than I would be for suggestions which would meet the difficulty. I have given reasons why one general list would not meet the difficulty. In fact I am satisfied it would be impossible under the conditions of police life in Ireland. We have two methods of promotion—the Seniority list and the "P." list. The figures have already been given to the Committee.

4256. All I meant to say was that those factors in a man's fitness which you have so admirably described should perhaps be weighed more fully at the county examination?—Yes.

4257. Perhaps there would be fewer disappointments?—On the whole, I am inclined to agree.

4258. Mr. HEADLAM.—Could you tell us the average number of vacancies for sergeants in the year?—About 190, that is 160 ordinary and 30 off the "P." list. As regards the "P." list, some suggestions were made by witnesses, and I think some advised that the "P." list should be done away with altogether. I am entirely opposed to any such suggestion. I consider that the "P." list is the means of bringing to the front the brains of the Force among the younger men, and the result of my experience, and I believe of my predecessor, was that men who have been successful at the examinations made excellent sergeants, and later on excellent head constables and excellent officers. When the system was started, 60 promotions were given in 1895. This was modified later on because it was considered that too many promotions were being given, and it may be of interest to the Committee to know that the first man who headed the list in 1895 was Constable George Ross, who gave evidence before the Committee a few days ago as District Inspector Ross, now of Belfast. Another officer who gave evidence here—District Inspector Neylon—also received his promotion on the "P." list. Some witnesses suggested that the age for promotion on the "P." list was too young, and that it was not right that a constable with five years' service should go and command older men in the police Force. They suggested that men should not be allowed to go up until they had seven years' service. As a matter of fact, I think no change is necessary in the five years. If it were found that the majority of men who pass did pass at five years, I should be disposed to make them go up at a later period of their service. In 1901, when various questions about the Constabulary were considered the average length of service of men who passed on the "P." list was nine nine-tenth years, and last year nine years. One witness, I think, speaking on this subject referred to the rate of promotion in the army. A man may be a sergeant in the army after four years. If a sergeant in the army is qualified to lead his men in battle after four years' service, I think a constable in the Royal Irish Constabulary after nine years' service is competent to maintain law and order and discipline in a police Force.

4259. The CHAIRMAN.—As to that average of nine years, the inference to be drawn from the evidence was that it was very much shorter?—I would not recommend that any change should be made in the regulations. If at any time the length of service of the successful candidates becomes too low, it would be the duty of the Inspector-General to consider the matter, and report to the Government if necessary.

4260. I see that in the case of these officers of distinction who have attained the rank of District Inspector, the service of one when he got his promotion was five years and eleven months, another six years, so that they would be very much under the average which you say is nine years?—Yes.

4261. Mr. STARKIE.—If they pass the examination at 6 years what is the cause of the delay in promo-

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tion?—They do not go up for it so early as a rule, and some do not succeed it may be until they have presented themselves a second time. The average is 9 years, but some have 14 years, and so on.

4262. The CHAIRMAN.—With reference to the examination of the P. man so far as literary qualifications go, when he passes the Civil Service examination that passes him for any future examination of that description?—The promotion is competitive and depends on the result of the Civil Service examination and a very stringent examination on police duties.

4263. When a man does not take a place and goes up a second time is he examined again by the Civil Service Commission, or are his former marks regarded as standing?—Yes. With reference to that several witnesses suggested that a man should have an unlimited number of opportunities of being examined. I am opposed to such a course.

4264. At any rate, if you did find that the majority of the P. list men passed at 5 or 6 years' service you would reconsider the matter?—I think it probable if I found that in consequence of this the service suffered, as would be reported to me by my officers, or according to my own observation, I would then consider the matter.

4265. Of course, you also bear in mind that some witnesses said that although only 15 per cent. of the vacancies were given to P. men, still the fact that the P. men got the rank at a very much shorter period of service led to their occupying it a very much longer period, and that influenced the general promotion all round?—Yes. There is no system of promotion perfect in the public service.

4266. With regard to the period of service, if you found that was having a prejudicial effect on the service it could be immediately corrected by not permitting so many men to be promoted from the P. list?—Quite so. That is why they stopped it in the early days. There is one very important point, which has been referred to first, I think, by Mr. Metcalfe, and then subsequently by many witnesses—that is the great disability under which men labour who are married without leave.

4267. Mr. STARKIE.—Before you go into that subject, some witnesses complained of the fact that County Inspectors' Clerks receive their promotion at an unduly early period. In the statement by Mr. Metcalfe he points out that the seniority sergeants had an average service of 29 years in the Force, and that 23 years was the average service of men promoted from the Clerks' list?—As regards that, the work of a County Inspector's Clerk is, taking it as a general rule, extremely arduous and extremely responsible, requiring great intelligence and attention to duty, and entailing prolonged hours. You require an intelligent, competent man to transact the business; and then it is a sedentary life, and he never knows how long his hours may be. Unless certain advantages were held out by which sergeants occupying this position would reap some reward for their labours I am quite satisfied we could not get competent men to do the work. We might order a man to do the work, but he would not do it willingly, and we would not get the same good work we get at present. That applies also to the juniors, the Assistant Clerks. They give up the opportunity of gaining favourable records also. I do not say that seniority does not in like manner deserve promotion, but it is open to any man in the Force to try to become a County Inspector's Clerk.

4268. Mr. HEADLAM.—How is the post given?—Men send in their applications to be placed on the list for Assistant Clerks. We judge from the reports of their Officers if they are fitted for the position. They serve as Assistant Clerks and if they give satisfaction in that capacity they get promoted from a small special list of Assistant Clerks. Five or six a year are promoted that way. When a vacancy occurs as County Inspector's Clerk they go forward to fill it.

4269. Does the system interfere with the ordinary promotion to any considerable extent?—No. I was speaking about the abolition of marriage penalties. The matter has been gone into very fully by the various witnesses. I can only say I much sympathise with these unfortunate cases, but, of course, there are always two sides to every question. The figures which have been given to you with regard to the difficulty of getting housing ac-

commodation, and the cost of housing accommodation, show you how extremely difficult it is for our married police to be housed in Ireland. A large proportion of the police are married. In 1900, 46 per cent, and in 1913, 38 per cent were married. The difficulty has increased of late years in providing accommodation for these married men. It throws an extra strain on single men for serving in isolated huts, etc. Therefore I am strongly of opinion, as my predecessors have been, that it is very necessary to impose some strong check on improvident marriages. I would not, however, limit the length of service one day sooner than 7 years, but I think the State having given leave to a man to marry at 7 years' service might very well give him, as he would now get at 10 years, a lodging allowance. He has to house his wife suitably, to provide furniture, and so on, at the beginning of his career. He feels the effect of this later on when the children come. I would, therefore, recommend that the lodging allowance be given to married men at 7 years' service.

4270. Mr. HEADLAM.—You would not increase that to 10 years?—No. Our recruits join at ages varying from 19 to 22 years. When a man is 27 or 28 years of age, if sufficient pay is given to him to make savings towards provision for marriage, I believe that man is a much more useful member of society at 27, 28, or 29 years, with a wife to keep his house, and with all the advantages of domestic life rather than to defer his marriage to a later period.

4271. Mr. HEADLAM.—You would allow anyone of 27 years of age to get married?—I would not limit the age to 27, but I would limit it to 7 years' service. The penalties attached to a breach of the marriage regulations are extremely heavy. I think for many years the penalty was dismissal from the Force. In later years this extreme penalty has been relaxed, but throughout his service he is, officially speaking, an unmarried man. I think there ought to be some hope of salvation some time in his career.

4272. The CHAIRMAN.—How would you propose that could be carried out?—It is difficult to make any proposal which would be satisfactory.

4273. Do you regard this as being decided by Statute at present?—Yes. I have no authority to give lodging allowance.

4274. Except, I think, it says "in accordance with the regulations of the Force"?—Yes, but we do not allow a man to marry without permission. I have no discretion to give lodging allowance in such a case, so I have been always advised. I think a rule that could with advantage be followed is that by which a man is cleared from any unfavourable marks against him after 5 years. After that his unfavourable record is not taken into account. Any further breach of discipline is treated as a first offence. If a man marries contrary to regulations, I think if for 5 years he can maintain himself without coming unfavourably under notice it would be a fitting period to extend to him the privileges of a married member of the Force, and the cost to the State would be very small. I would qualify that by saying that if it were found that a large number of men were getting married in such numbers as to make it evident they were taking advantage of this 5 years rule to evade the spirit of the Order, then like any other breach of the regulations it would be open to the Inspector-General to revoke it.

4275. The CHAIRMAN.—While you may have that in your mind you would not suggest that any definite number of years should be named?—There might be circumstances in one case which would make it different from another. Why should not the Inspector-General exercise his discretion in that as well as dismissal?—I think it would throw rather an onus on the Inspector-General. I speak with experience in these matters. In matters of discipline I sometimes receive letters from all classes of the community, which are extremely embarrassing, pressing me to exercise clemency, or let the man off altogether. The Inspector-General would be so harassed by these kind of persons that it might be extremely embarrassing if he had no final stand-by in the way of limit. I say that in the case of a man who has married without leave he should reap no benefit for marriage allowances

within five years, but that if it became clear that men were deliberately marrying with the distinct intention of evading the regulations they should be subjected to the penalties laid down.

4276. Mr. STARKIE.—Is there a Statute preventing the granting of lodging allowance under such circumstances? Lodging allowance is not fixed or granted by Statute?—I cannot say.

4277. The widow of a man marrying without leave is not entitled to pension under the 1883 Act?—I cannot say, Mr. Starkie. I have to rely on these matters on my staff. If a man who has 15 years' service dies in the Force his widow gets a pension; but if not 15 years' service she gets a gratuity. I support the recommendations made to the Committee by several witnesses on that point. There is another point which has been very freely gone into by the witnesses and which I support, that is cases where there has been no change of rank. I recommend that pension be granted on the actual pay at retirement instead of on the average of three years. I also suggest that should the Committee think fit to recommend an increase of pay to the Constabulary, that any man who retires immediately any new Act may be passed, that his pay may be deemed to be that passed by the new Act for the past three years for the purpose of pension. Other witnesses have asked that allowances may be pensionable. This is a very difficult point. As regards pensions being calculated on allowances I think that on this matter as well as on the question of pay, the general principles which guide the pay and allowances of the Police Forces of Great Britain might fairly be applied to the R.I.C. I am not acquainted with the rules across the Channel for allowances, but we must bear in mind the fact that the allowances of the officers of the R.I.C. are pensionable, with the exception, I believe, of horse allowance, and on that principle there seems to me no valid reason why men who perform the same class of duty should be meted out a different treatment to the officers. I suggest the Committee should weigh these matters. I know it is a very difficult point to settle. I recommend any concessions which can be made in calculating men's allowances for pensions, and I hope you will give the matter careful and sympathetic consideration.

4278. Mr. HEADLAM.—You have not formulated in your own mind what allowances?—I do not feel inclined to give a direct answer without consultation and weighing the matter very carefully before coming to a conclusion, but the general point I adhere to is that the men perform the same kind of duties as officers, and they perform them well, and I think that similar treatment might, and I hope will be meted out to them.

4279. The CHAIRMAN.—Speaking of these allowances you do not, of course, contemplate charge allowances?—No, but I would start with a general analogy with the position of a commissioned officer. Taking his general expenditure throughout the year, for instance he buys boots, and when he leaves the Force he still has to buy boots, and the pension provides for it. The non-commissioned officer or constable still has to buy boots, but it is not an asset in his general allowances. With reference to the Head Constable Major, I support an appeal made on his behalf by some previous witnesses. He is invariably selected by me. I look for a man with the highest character, and the best police record I can find. His duties at the Depot are very responsible, and his services most valuable to the staff. I specially recommend that his position should be recognised. I would also suggest, following the example of the Army, in view of the great expense which the promotion of a Head Constable to Officer's rank involves that an allowance for procuring his uniform should be granted. In the Army, I believe, the allowance to a Lieutenant promoted from the ranks is something like £150. Our officers have to provide a suitable uniform in which to turn out, and to maintain their position in the eyes of the public. It would be the very greatest advantage if men promoted to be officers were given £100 towards additional expenditure, as at present it really means men getting into debt. Another point I should be glad if the Committee would consider. On many occasions it may be necessary suddenly to call away a District Inspector from his station.

Last autumn I had to call five District Inspectors away. They were in Dublin from the end of August until January, and during that time their duties were performed by their Head Constables. The latter had considerable responsibility, and they got nothing for it. Under our Finance Code a District Inspector under certain conditions when he is acting for his County Inspector receives 2/7 a day, that is when he is acting in the absence of his County Inspector for a continuous period exceeding 30 days. I do not think it would be unreasonable if the State were to mark their sense of the responsibility devolving on Head Constables by giving him a small sum, say, 1/6 a day under similar conditions. As regards merit pay, I am not acquainted with the rules which obtain across Channel, but I do feel that while merit pay, or good service pay is given to a limited number of officers, no such mark of approval is given to excellent non-commissioned officers and men. I would suggest that good service pay of £8 per annum should be given to 20 head constables, that £5 per annum should be given to 100 sergeants, and that 1/- a week should be given to 250 constables of over 20 years' service, the rules for such good service pay to be identically the same as those in the case of officers. The regulation governing the grant to officers is as follows:—"Good service pay will be awarded to a limited number of officers, whatever their position on the list, who shall have specially distinguished themselves by active and zealous exertions in the discharge of their duty." I do not apprehend any difficulty in making the award of this pay. It ought I consider to be in the hands of the Inspector-General, who would be advised by the Reward Board at Headquarters. As regards constables, it would be a reward for good and faithful service for men who have not been able to obtain promotion, though they may have done extraordinary fine service as constables. They may not have the attributes of command necessary for higher rank, but their services may have been valuable to the State. With reference to boot allowances, I have heard, as the Committee have, that it is considered by witnesses that owing to the rise in prices boots have become more expensive, and that the wet roads in certain parts of Ireland are peculiarly destructive of leather. In view of the rise in the price of leather I think it would not be unreasonable to increase the boot allowance from 6d. to 7d. a week. Reference has been made to the fuel and light allowances. The President of this Committee has pointed out to witnesses that the Inspector-General has power to increase the allowances (which are, in some stations, £8 2s., and in others £7 10s.), when due cause is shown. I do so occasionally. The increase at present which is being drawn means about 15 per cent. of the total cost we pay for fuel and light. The inference seems, however, that in the great majority of small stations the allowance suffices. The price of coal has risen, and we have no guarantee that it will fall. At present we give the men in the winter months, from November to April, 14/- a month, and in the summer, from May to October, 11/-. As cold sets in rather early in November, I suggest that the ordinary allowance should be May to September, 12/- a month; October to April, 15/- to 16/- a month, as the Committee may consider fit.

4280. The CHAIRMAN.—Would that also be subject to doubling if the Inspector-General thought proper?—Yes, I should retain the privilege of doing so when a reasonable and proper case is made out.

4281. The contribution by the married man who lives outside the barrack for cleaning barrack has been dwelt upon. Except as barrack orderly the married men do not occupy the barrack?—It is difficult to reduce that to pounds, shillings, and pence, but I think that on such occasions when the public enter the barrack to get information or to lodge complaints, or when prisoners are being brought there to the lock-up, any cleaning necessary is done for the benefit of the State, and not for the married man or the man living in barracks. If some small portion of the barrack servant's salary were paid by the State as a recognition of the public duties which devolve on her I think it would be fair to all concerned.

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4282. As regards the lock-up, is that cleaned by the men themselves or by the barrack servant?—It is cleaned by the barrack servant, except where a barrack servant cannot be got, and the men have to do everything.

4283. Mr. STARKIE.—In some larger towns men are employed for cleaning up?—The servants clean up as well there. In the ordinary police barrack any necessary cleaning that has to be done is done by the barrack servant.

4284. The CHAIRMAN.—A Committee appointed at the beginning of the year decides what is the proportion to be paid by married families living in barracks and by married men living out of barracks?—The married man living out pays 1/- to 1/6 a week; the married man living in barracks pays 2/- to 2/6, and the single man's contribution is probably larger.

4285. He pays the balance between these two of whatever the barrack servant costs?—Yes.

4286. A head constable stated he did not use any portion of the barrack except his own quarters, and it came hard on him to pay his 2/6 a week?—Yes. I think this is a question to which it would be difficult to give any solution by question and answer before the Committee. I think it is a question that could best be gone into by a Departmental Committee, who could send in a recommendation to the Lord Lieutenant.

4287. Mr. HEADLAM.—I should like to get an explanation of why it is necessary to have a servant in a police barrack, having regard to the system in the army?—I am sorry that question was not asked of some of the officers who live in daily communication with the men.

4288. I asked some witnesses and they replied they were too tired to do so?—I think I can suggest an explanation, without having special knowledge, and that is that if for any reason the strength of the barrack is below its normal, with men on sick leave, or on duty, and with only the barrack orderly inside, it would be quite impossible to clean out the lock-up and the house, cook men's food, arrange for supplies of drinking water, and go for food. In a number of places, under such conditions, the administration of the police could not be carried out at all. In the case of a regiment it is a unit, which is equipped with all that is necessary for its daily life, either in quarters or the field. In quarters it is necessary for the men to learn how to cook for themselves, for in active service there would be no one to do it for them. Our experience is that it is necessary to have some outside assistance in the Force, for if the men are called away for police duties that may arise, such as agrarian trouble, murder, and so on, food would not be ready for them when they returned from duty.

4289. You think it would be impossible to detail men for the duty?—It would be quite impossible.

4290. Mr. STARKIE.—The unsurmountable question would be the cooking?—Yes.

4291. Mr. HEADLAM.—Are there servants at the Depot?—Only cooks.

4292. The cleaning is done by themselves, and at the big barracks up at Belfast and Derry it is done by themselves?—Yes. They have cooks there. It is only in country districts, where the number of constables is small, that it is necessary, and that of course applies to small country towns, where the public come in with inquiries, the Weights and Measures Sergeant goes off about his duties, and the various calls of the police render it essential to have some assistance to do the menial duties of ordinary domestic life.

4293. The CHAIRMAN.—This matter as to fuel and light, and so forth, my personal opinion is that as the Inspector-General has dealt with it in the past he should deal with it in the future?—Yes. The Food and Drugs question has been dealt with at some length by previous witnesses, and the Committee has been fully informed as regards this point. I think some remuneration should be paid to the Weights and Measures Inspector who has to carry it out. I think an allowance of £3 might be reasonable, and it might be levied from local authorities. It is a duty of advantage to the community at large.

4294. Mr. HEADLAM.—It is open to you to represent that the police are over-worked, and that they ought to have some remuneration from the county funds?—It is open to us. As to subsistence allowances, I entirely agree with what has been said here. I believe these subsistence allowances for some years past have not been sufficient for non-commissioned officers and men who go out on duty. I have had many applications from men which unfortunately I have not been able to meet. I think that the subsistence allowance as a whole should be raised from 3/6 to 4/6 for a night's lodging for a constable, and in the case of head constables from 4/6 to 6/-. I would like to make special reference to what several witnesses have brought forward about families in barracks. Children under 16 may be allowed to sleep in barracks without any special regulation. Children over 16 may obtain the permission of the Inspector-General to sleep in barracks if there is sufficient accommodation for them. As a general rule there is sufficient accommodation. I recollect few cases of children between 16 and 18 being sent out of barracks within the past ten years. I can trace no young girl, age 16, being sent out of barracks. I understand that the State does not recognise any obligation of housing a child who has reached the age of 16 years, but, as I have said before, I constantly allow children to remain in barracks until they are 18 under the powers given to me. After the age of 18, when exceptional cases arise, as they sometimes do, such as children being paralysed or injured, I send the case up to Government, and every case I have recommended has been approved of. Regarding protection posts, the men are no doubt put to expense in setting up a temporary mess. They are hurried off at short notice, and they have no means of transporting their china, knives, forks, kettles, and so on. I think it would be reasonable to give some small grant, say 15/-, in the case of setting up a protection post.

4295. The CHAIRMAN.—That is another matter for the Inspector-General?—Yes. The Day of Rest has been alluded to, but it will be obvious to this Committee that if one day in seven is given it would mean an increase of the Force by one-seventh. The Constabulary are allowed one month's leave. The men live at some distance from their native counties, and if given leave I think it is possible they would spend the day in the vicinity of the barracks, which would not be altogether an advantage, and the cost to the State might ultimately mean an additional £160,000 annually.

4296. Mr. HEADLAM.—Of course the ordinary month's leave would be discontinued, so that there would be something to set against it?—In England they get their leave as well.

4297. Not 30 days?—No. I have now come to the end of the notes I had made on matters for the remarks to the Committee, but there is one other matter I wish to suggest for consideration. Evidence has been given by a sergeant, a constable, and head constable in Belfast, and the Commissioner of Belfast as regards their duties. I am as fully acquainted with the hard work imposed by the duties in Belfast as it is possible for an Inspector-General living in Dublin to be. I realise the great strain devolving on the men there. I suggest that their pay should not be compared with the pay of the large boroughs across the Channel. We have a comparison at our very doors in Dublin—the Metropolitan Police. Both forces are composed of picked men. In Belfast they are specially picked, because, unlike any large city Force I am acquainted with they must serve for two or three or more years in the country, and only then, when they have given proof that they are good efficient policemen, are they admitted. Any suggestion to limit the recruiting for Belfast would be injurious to the efficiency of the Force as it is at present constituted. The City of Belfast has now a body of police which is recruited in a way which is different to any other force in Great Britain and Ireland. As regards their duties, the Dublin Metropolitan Police have the responsibility of looking after the Government buildings, and of dealing, as we know latterly, with a very rough element

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of the population. In Belfast the conditions are entirely different. The constant strain of party bands, with the men on duty whenever a band passes through the streets, and watching the factory hands to prevent quarrels as they go out, is very trying. I cannot recall how many serious riots have occurred in Belfast since the great riots of 1886, but during the time I have been Inspector-General a riot broke out in 1907 in one quarter of the city, the Nationalist quarter; six regiments of infantry, 80 cavalry, and 500 policemen were engaged in the riots and the situation became so bad that the police were actually withdrawn from the streets. In 1886 371 members of the Royal Irish Constabulary received injuries. Then the population was 208,000. Now it is nearly 400,000. Comparisons have been made between Belfast and Liverpool as showing that the number of sergeants and constables are about the same, and that in Liverpool also there are sectarian difficulties. In Liverpool, in the disturbed area, there are about 120,000. Of these 90,000 are Protestants or Orangemen, and 30,000 are Catholics. There is a regular dividing line between the two. In Belfast the Constabulary have to maintain order between the two great sections of the population, one numbering nearly 300,000, and the other over 100,000, and the strain which is thrown on them is very great. I would suggest, therefore, that in any consideration of their pay in Belfast it might be useful to take a general survey of their duties as compared with the other great police Force in Ireland, the Dublin Metropolitan Police. While the actual pay of a constable serving in Belfast should be fixed the same as that of other constables throughout the Force a special Belfast allowance should be given to bring his remuneration to a levelling up to that enjoyed by his comrade in Dublin, where the expense of living is probably very much the same. Where the duties are difficult, and at times dangerous, as they are in Belfast or other large towns in Ireland—and Londonderry in a measure has difficulties like Belfast—I think there that the men in such cities who receive the pay of men of the Royal Irish Constabulary should be given allowances which would clearly mark off the increased responsibility of their labours in large towns as compared with rural districts. Borough and city forces in England receive higher remuneration than men in the rural districts. If a constable in Belfast does not give satisfaction he would revert to his ordinary pay in one of the rural districts.

4298. The CHAIRMAN.—Have you considered at all the question of pension as applied to the man with Belfast or Londonderry allowances who retires?—I would not pension him on the allowances, but perhaps I would regard it as part of his pay. If it is given as part of his income while serving there I would pension him on it when he leaves.

4299. Would you stipulate that he must have served any considerable time before retiring?—I think that is a matter for consideration. Some safeguard ought be laid down. A man cannot get a pension unless he retires after long service, except he is injured. As men go into Belfast with three or four years' service and do not leave until they go on pension, they would be in it a long time.

4300. You don't think this would interpose any difficulty about transferring men from Belfast?—Not the slightest. The moment it is decided that a man is disqualified from serving in Belfast owing to the manifestation of any opinions, or want of qualifications for discharging the duties peculiar to the city, I transfer him.

4301. Mr. HEADLAM.—Supposing a man in Belfast is transferred because his health has weakened, he loses any advantage?—I should regard that as a misfortune which is inevitable, but there might be some saving clause.

4302. The CHAIRMAN.—Perhaps it would save his life?—Yes. An officer in the army might hope for distinction, if he remained serving on in Somaliland, for instance, but if he did so his health might break down and the result would be his career might be ended.

4303. *After the adjournment for luncheon Sir Neville Chamberlain resuming his evidence said:*—One point

on which I spoke under a misapprehension was with regard to barrack servants. I was under the impression that in Belfast men did not employ barrack servants, only cooks. I find they do employ extra barrack servants. They pay them out of their own pockets. Thinking over the subject, if the men did the work of barrack servants in Belfast, or particularly elsewhere, as is done in the army, it would necessitate increasing the number of men in the service, as the men now employed out of doors would not be available.

4304. Mr. HEADLAM.—The Force is not big enough to provide for fatigue parties?—No.

4305. Not even in a big station like Belfast?—No. I understood Sir David to say that the question of giving allowances to men when setting up protection posts rested with me. I have no power to do so. I have only one more suggestion to refer to. In the 1901 Report reference was made to the advantages of a man serving in the Constabulary who obtains a pension of £48 10s. 8d. at the age of 50. It was stated, if I recollect aright, that a civilian in ordinary life to get such a pension would have to pay, I think, 6/11 a week. I think that the rates of insurance have been modified since that time. I understand on referring to one of the Insurance Societies that if a man paid annually from the age of 20 to 50 years £12 5s. 5d., or 4/9 a week, he could get an annuity at 50 of £48 10s. 8d. This might be materially reduced as in the case of the Civil Service by the Force as a whole being insured, as there would be no cost of collection. The amount might then be as low as 4/4 a week, my point being that an artisan who is drawing 30/4 a week if he puts by 4/4 of that amount would get the same pension.

4306. Mr. HEADLAM.—You do not imply that the Constabulary would prefer to pay 4/4 weekly for that pension?—I could not say.

4307. The CHAIRMAN.—In considering the matter from that point of view you must also consider the probabilities of a man of 20 years of age living in the Constabulary until he is 50 years of age?—There are many pros and cons.

4308. Mr. HEADLAM.—About the number of men resigning, have you anything to say? Has the number of men resigning increased very much lately?—I think you have got the figures. I have not got them here, but certainly within the last two years resignations have been the cause of very great anxiety to me.

4309. I asked you that because I remember the figures were not very alarming. About resigning, in these former Committees, certainly in 1872, it was a great cause of complaint. For instance, in the first ten months of 1872, there were 585 resignations and only 69 recruits?—I cannot go back beyond the period I have commanded the Force.

4310. The chief cause of resignation given was deficiency of pay. It was said they emigrate constantly or procure better positions for themselves elsewhere. Nowadays emigration is a good deal less. I have been trying to find out from several witnesses what better positions were open to the men in Ireland now than the police. Can you say anything about that?—I cannot give evidence as useful as the witnesses who appeared before you, because they live in every part of Ireland and are acquainted with all the different phases of life in the labour world, but the impression I gleaned from all they said in their evidence was that a great many men who otherwise would come to us do not remain in Ireland. I am aware there is a great desire to have men of that class in the police forces in Great Britain. I recollect a conversation I had some few years ago with an officer in charge of a branch of the London Metropolitan Police, when he discussed the difficulties they have in recruiting. He asked me about getting men in Ireland, but I told him I feared we could not help him because we required the men ourselves. As witnesses have told this Commission, there is a constant call from the police forces of the Colonies—Canada, Australia, New Zealand, and so on—for men to serve. When these men go they send back to their comrades very favourable accounts of what

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is taking place. I have no doubt that many men do go away to join these forces.

4311. That is not a new thing. It had been going on at the time of these Committees. They inquired into these matters in 1872, and it does not seem to have increased very largely?—I may say that as regards the Police Forces in the Colonies it has increased in my time. So far as my experience goes the question has been more in the air. To show the desire for men from the Constabulary, we are getting constant applications from Police Forces in places such as the Straits Settlements, West India Islands, Hong Kong, and other places, asking us to fit them out with inspectors, sergeants, detectives. I think there can be no question that the trained R.I.C. man has a very excellent opportunity, if he leaves our Force, of getting on in other police forces, whether he leaves our Force with approved service or goes on his own account. I have no knowledge of the conditions of life in the various trades in Ireland, but I think that men of the intelligent, upright and reliable type that we endeavour to get, and do get in the very large majority in the Constabulary, some of whom show very high intelligence, and are able to pass a difficult competitive examination after a few years' service, would not have much difficulty in getting work in some of the many trades in Ireland. Apart from the skilled trades there are many other sources of employment—such as assistants in asylums, county council clerkships, railway work, and so on. Be that as it may, I can only look at the actual facts, and they are that with the remuneration now given we are not getting enough men to supply the wastage of the Force. As regards resignations, the numbers fluctuate. I cannot speak for 1872, but it has gone up of late years. In 1901 the Committee reported that the resignations during the previous ten years averaged $\frac{1}{2}$ per cent. of the Force. In 1913 the number of resignations amounted to 299 men, or nearly 3 per cent. of the Force. As to the question of getting employment, I have not followed the career of men who have gone to the police forces in Great Britain with approved service, but I happen to know one who has gone recently to one of the police forces across the Channel. He was drawing in Belfast 22/9 and local allowances. In the police force in Great Britain he draws as a commencement pay 28/-. less $2\frac{1}{2}$ per cent., about 27/4. His Chief Constable says he is an excellent man, with excellent prospects of advancement.

4312. Mr. HEADLAM.—You think the market for this class of labour has been increased by the demand from the Colonial Forces, and you think it likely that there are occupations in Ireland. It is often alleged that there are no occupations in Ireland?—I think there are numbers of occupations in Ireland where a man of intelligence, integrity and upright character might do very well for himself. That is the impression I have gained from hearing the witnesses. The police forces in Great Britain and abroad are open to men of the type we enlist in the Constabulary.

4313. As regards pay, you put the increased cost of living as the chief ground for an increase?—I do not think I mentioned the increased cost of living as the chief ground. It is a very important factor, but there are other important factors. One is the increased standard of living throughout the country, and the other is that the people who used to come for the pay we give will not now come to us for that pay. It may be due to the increased cost of living, which bears very harshly on men who find they cannot provide for their families on the salary they draw.

4314. Do you think the increased standard of living has affected the class below those from whom the police are recruited? Is the labourer in a better position than he was?—He is in a better position now than he was twelve months ago.

4315. As a rule, the increase of labourers cottages has increased the standard of living of the labourers?—From all I have seen and heard, I think the standard of living has increased remarkably in the last 13 years. This is noticeable in the standard of comfort, in the appearance of the people, and the money which seems to be circulated.

4316. If the standard of comfort of the labourers has increased, why not draw on that class for the police?—We do draw some.

4317. I understand from your evidence there are still more of the farming class?—Yes, because the labouring class, as a rule, do not come up at all to the standard we require.

4318. Even with this increase of standard?—I think it will take fully a generation to improve the labouring class up to the intelligent class of men we require. You may improve the wages of the labourer, but you will not improve his intelligence, habits of perception, and his general fitness for what is required in the case of policemen.

4319. As regards the labourer, you think the standard has risen in comfort, but not in other things. The farming class has got to a higher standard than would be attracted by the present allowances. It seems to be above the standard from which you require to draw your policemen, and therefore you ought to inquire in the next grade, which has now reached the position the farming grade had 20 years ago?—That would require very careful inquiry and knowledge of the country. I would take any recruit in Ireland whether he is a labourer, as we do, or a farmer's son, or whatever his position, so long as he comes up to our high standard as regards physique, education, respectability and moral character.

4320. The labouring class have not reached that standard, would you say?—I would say the labouring class at present is far below that standard.

4321. Have you considered whether you ought offer special inducements to ex-soldiers to join the police?—No. I do not know that any inducements would be of special advantage to us, nor do I think, indeed I am confident, we would get very few men. The standard of height in the British army is so low compared to our own that very few men would be available to come to us after the expiration of their service.

4322. They would not be too old at the expiration of their service?—Not necessarily too old. Though the character of the British army as regards discipline has, I believe, improved very much of late years, I would never consent to take a man into the Constabulary from the army—although we have a number of ex-soldiers—except he had a character of "exemplary" or "very good." Also as regards the ex-soldier, apart from his army character, we should have to satisfy ourselves whether from his purely civilian aspect he complies with our other rigid conditions regarding general respectability.

4323. That would be all right if he had an "exemplary" character?—Not necessarily. We might have a man of exemplary character from the army whose connections and various other points, into which I need not go too closely, might render him quite unfit for the Royal Irish Constabulary.

4324. Do you attach much importance to the question of height?—Yes.

4325. Could you tell us more about the military nature of the duties of the police, and whether as much stress is laid now on the military side as there used to be? Do they practise shooting?—Yes.

4326. They have to pass a standard?—Not to pass a standard. They practise with the Morris miniature tubes. They fire a certain number of rounds.

4327. How many rounds?—Twenty-one rounds with the Morris tube. They are instructed with ball cartridges at the Depot. During the first six months they are taken to the ranges to fire with ball cartridges. When efficient they are kept in practice with miniature tubes. They had more practice, but of an entirely different character, before I joined the Force. After I assumed command I reported to Government—I cannot quote the exact figures, but I may say, roughly speaking, that 180,000 rounds were fired during the previous year, of which 70,000 never hit the target. The standard was so low and the difficulties so great, Government approved of my suggestion that these men should fire with the Morris tube. It saved large expense in marching money, in the hiring of fields for ranges, and in going long distances. As long as the men are entrusted

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with weapons I regard it as my duty to maintain them in efficiency as to the use of those arms. If fired on by moonlighters or people in a disturbed district, it is essential that a man should be able to use his arms, and especially so when he has to protect somebody whose personal safety is threatened. Under local conditions the men accompanying him on duty, if they were not armed and skilled in the use of their arms, would be useless. Similar training is carried out in the case of revolvers. They fire a short course only, and the returns are submitted to me.

4328. I asked because when I first knew Ireland I used to see a great many policemen carrying rifles, and now I very seldom see them. That is why I wanted to know was as much stress laid on the military side as used to be?—The arms are in reserve to be used if required.

4329. They are more a civilian Force. That being so, can you tell us something about the necessity of having such a large proportion of sergeants to constables in the Royal Irish Constabulary?—Yes. We have, I think, between 1,300 and 1,400 stations. In most of these there is a sergeant with 3 or 4 constables, but in the bigger towns there is a greater proportion of constables to sergeants.

4330. The general proportion of sergeants to constables being so high would make it appear that they are a military Force, but the tendency nowadays in the Army is to allow a great deal more initiative to the men. Do you still think it necessary to have a sergeant for three constables in an isolated post?—I think the rank of sergeant given to a man is a symbol that he is in command, and also it marks in the eyes of the public the great responsibility which devolves upon him. He has the responsibility of the whole of that sub-district. You might still call him a constable, but he has to be paid for his labours.

4331. The question I would rather put to you is, is it necessary to make such a large distinction in the case of these small posts?—Of course, there is the responsibility of a man in charge of three constables, but hardly as much as is represented by the difference in the pay between a sergeant and a constable?—Am I to understand that you suggest that the command of a small post might as well be exercised by a constable?

4332. By acting sergeants or persons qualified for promotion?—I think I have said that constables are sent there when superior ranks are not available.

4333. What I want to get at is, is it absolutely necessary that three men must have an officer of markedly superior rank. Could there not be a distinction between a constable in charge and the other constables?—No. It is the professional knowledge and the professional ability of the man who has risen to the rank of acting sergeant or sergeant that is required, not only to maintain discipline in these posts, but to look after the very serious difficulties which those posts have been established to meet.

4334. I am not talking of posts, but the ordinary barracks in the country?—I consider it is essential to have a person who has proved himself to be an efficient policeman, and who has risen to the rank of acting sergeant or sergeant. Wherever there is a sub-district with its multifarious duties and responsibilities, I think a constable would be entirely unsuited to command there, except in emergencies, when there is nobody else to take his place.

4335. You do not think it is a survival of the military side of the Force?—In English country villages you have one or two constables as a rule. In Ireland, in the same sort of place, you have three or four constables and a sergeant. I am not speaking of disturbed districts. I am speaking of quiet districts which form the Force from which you draw detachments. The Force in these districts has a large proportion of sergeants for duties which are performed in England by a mere constable. You think it is necessary, and not merely a military survival, to have a sergeant in charge of these small, quiet places?—I have never heard it suggested while I have been here that the arrangement had a military origin, but, taking the sub-districts throughout the length and breadth of Ire-

land, you require a person of superior grade to deal with problems and difficulties that spring up. A county may be very quiet, but suddenly trouble arises which requires a superior type of man to look after it.

4336. It might be a constable on the verge of becoming a sergeant, and without the mere fact of having three stripes?—I cannot draw any parallel with Great Britain, because the conditions of police service in Ireland are so essentially different that it requires a long and varied experience to comprehend even what they amount to.

4337. Turning to the question of pensions, several witnesses have said that they thought it was an injustice that a man was compelled to serve more than 24 or 25 years. Do you think, as a rule, a man is fit to go on for 30 years?—I certainly do.

4338. Would you say he could serve longer than 30 years?—No, I would not. I would let him go at 30 years at two-thirds his pay.

4339. That is as at present?—Yes.

4340. You don't think it hard to turn a man out just at the time when he is bringing up a family, and wants all the money he can get?—Do you think at 30 years a man's family is self-supporting?—He is not compelled to go out at 30 years. He can serve a much longer period so long as he can give proper service in the public interest, but when he fails to do that it is in the public interest that he should go.

4341. Do you think you ought to be able to get rid of him after 30 years' service on terms satisfactory to himself?—I think so, and also that he ought to be in a position to leave himself after 30 years' service on two-thirds his pay.

4342. We have heard a certain amount about the difficulties of pensioners getting employment in Ireland. Have you anything to say about that?—I have nothing to add to what has been said by the witnesses, because I have no personal knowledge of what their employment is. I get occasional references from persons who write to me at headquarters, and I do everything I can to help them. I notice, as no doubt the Committee have seen, that in 1901 there were 48.6 per cent. of pensioners unemployed, and according to the last return there were 42.9. From that it would seem that a greater proportion are employed. What that employment is I cannot say. I think a return has been given.

4343. We may take it that the generally expressed view is that the getting of employment is an unlikelihood?—The men have given their evidence on that point, and in weighing it myself I would attach considerably more weight to what reliable witnesses say than to statistics, because employment may be of such a very casual or unprofitable nature that it is not of much use to a pensioner.

4344. Do you think they stay in the places where they end their services as a rule?—I cannot say. I have heard one witness refer to it, but I have no personal experience of it.

4345. About the duties of the police, some witnesses made rather a point of the extra duties imposed on some members of the Force in doing Weights and Measures duty and Food and Drugs duty. During the time they do these duties they are excused from ordinary police duties?—They are excused, but it may be well if I point out how it is possible in a police Force to be able to spare men for such duties. It is due to the fact that we have to maintain at all seasons of the year such a reserve of men as will be available to meet sudden calls in the form of detachments. We have to furnish each year detachments for the annual celebrations in the North, as I have already described at some length. We have these men in reserve, and we employ them in the collection of agricultural statistics, Weights and Measures duty, and so on. This work occupies nearly all the time of the men who are employed at it, and they are not available for police duties. It also interferes with ordinary police requirements. Sergeants have to be sent to stations because they are certified to act as Inspectors of Weights and Measures, and not because they are most suitable for the locality, which is very often an important factor

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in allocating a man to a district. Again, men acting as Weights and Measures Inspectors cannot sometimes be moved to stations where their services would be valuable, because qualified Inspectors are not available to replace them.

4346. The CHAIRMAN.—They are examined for the position?—They undergo a very stiff examination for the position, and, as has been said, they are sent to the various Weights and Measures stations where they receive certain emoluments which are paid by the Verification Fees Fund.

4347. Mr. HEADLAM.—Is it a statutory duty?—I cannot say, but I believe it is.

4348. In any case the work which is imposed on the police in enforcing the law is nothing peculiar, is it? I mean all police forces are supposed to enforce the law?—All police forces are required to enforce the law; but in England other departments do work which devolves on the Royal Irish Constabulary, as, for instance, the Weights and Measures work, the taking of the Census, collection of Agricultural Statistics, checking Returns by the Petty Sessions Clerks, enumeration of emigrants, illicit distillation, and a lot of work in connection with the Congested Districts Board.

4349. Some of these things you have enumerated are done in England by ex-policemen to a large extent. Supposing, for instance, the Census work and the Agricultural Statistics work is entrusted to ex-policemen in Ireland, would you be able to reduce the police?—It would depend on what number of pensioners would accept the work.

4350. We understand they would do anything to get work?—That is a question I am not in a position to reply to, but it would not reduce the police by a single man, as we require them for trouble when it arises, and it does arise from time to time.

4351. Crime appears to have decreased in Ireland?—I think the statistics I gave showed that crime had not decreased.

4352. I happened to be reading the charges of the Judges of Assizes?—I cannot answer for that except for the returns of the Royal Irish Constabulary. These are the latest statistics, which I have already read out in evidence. From 1896 to 1900, 46,369 indictable offences. From 1908 to 1912 49,771 indictable offences.

4353. Of course, the comparison I was making was considerably previous to that. Have you anything to say about organisation?—No. In what way?

4354. "How far the cost of such improvements can be met by any practicable reforms in the organisation"?—I am sorry to say I cannot make any suggestion.

4355. You cannot suggest any way?—I can suggest no way at present in which any alterations could be made in the organisation of the Constabulary without grave detriment to the public interests.

4356. How long has the organisation remained the same?—I can only speak of the last thirteen years, when, generally speaking, the organisation has remained the same.

4357. The organisation seems to have remained practically unchanged since 1836, and the conditions having changed would not some re-organisation now be possible?—The way I look at it is this. The organisation of the Force, as it existed when I took command, was the result of many years of great experience of police conditions in Ireland, drawn up in consultation by highly experienced police officers, and welded into one machine with the approval of Government, and in the case of financial matters with the concurrence of the Treasury. In such a machine, if you attempt to tamper with any portion of the machinery, when that machine is called upon to act as it may have to act at any time in Ireland, one thing is quite certain in my judgment, and that is there will be a break-down. I have had experience of the working of the Constabulary. On many occasions when police have been called on at short notice to undertake important duties everything has worked in such a smooth and admirable manner that I can only admire the ability and skill with which this organisation has been built up. I believe that at the present time to make any alteration, or upset the existing state of affairs, would be highly detrimental to the public interests.

4358. But surely the conditions have changed a good deal. It is obvious to any observer that the condition of Ireland has altered within the last twenty years; but despite that the police organisation seems to have remained the same. Would you say that that is so?—I would say that the organisation of the police has been built up to meet emergencies so far as its numbers permit, and it is the main agency for maintaining law and order in Ireland. There are quiet periods and disturbed periods. Speaking quite frankly to this Committee I believe if ever there was a period in the history of the Force since 1836 in which there may be great calls on both officers and men, it may be in the near future, and in the present critical state of important public matters which are now being considered by Parliament. At this present time I do not see my way for making any suggestions for organisation. The time, it may be hoped, will come in Ireland when such questions can be considered, and if it rests with me to deal with them I shall be prepared to make a good many suggestions. But any change of the organisation must be absolutely dependent on a complete change in the disposition of the people. Any change must be based on the conditions that the country becomes free from political and agrarian agitation, and that it can be policed on the general lines of the police of Great Britain; also that no large bodies of police can be collected to act as detachments for anticipated riots. If such emergencies arise they must be dealt with mainly by the military. I understand that while under certain circumstances they help the civil power, it would be impracticable for them to undertake the duties devolving on the police as regards detachments.

4359. Your point is that the organisation of the Royal Irish Constabulary is perfect, and that at the present moment it is inadvisable to suggest any change?—I do not think the organisation of the Royal Irish Constabulary, or of any other public department, is perfect. I believe it is a good organisation which has responded to every call made on it by successive Governments, and I also express the opinion that, whatever may be possible in the future, the present time is certainly not the one in which to tamper in any way with an organisation which has proved so effective in the past, and on which calls may be made in the future.

4360. There is no branch of the system which in your opinion might be changed without affecting the main question of organisation? There is no opportunity for economies anywhere?—No. I may say I have served some years here, and if I could have seen anything which would affect economy, while maintaining the efficiency of the Force, I would have been the first to suggest it.

4361. I have seen it stated that the cost of inspection is unduly great. Have you anything to say about that? I understand all the stations are inspected periodically. How often?—Once a quarter by County Inspectors. When I came to the Force I went into that question with the superior officers. They assured me—and I feel now, after some years experience, that they were right—that the constant inspection of the men in the various districts and counties has very largely contributed to the high state of efficiency of the Force. If you reduce the inspections you leave the door open to inefficiency.

4362. You do not mean to say that the people in charge of the stations cannot be trusted?—I do not say they cannot be trusted. They can be trusted; but in every branch of the public service, including railways and tramways, you have inspections continually carried out, not because they do not trust, but to see whether they are efficient in every way. That practice has been in force for many years, and I would not like to see any modification.

4363. You do not think once a quarter is more frequent than in most services?—I do not think it is too frequent for the Royal Irish Constabulary, owing to the many isolated posts.

4364. That is the sort of thing the changed conditions might affect, with the improved communication nowadays?—I think when the time comes for such a consideration it will be quite a useful point to go

into; but I am dealing with the present, and it is my duty to suggest anything which I think would keep the Force efficient.

4365. Then, without altering the number of the police, might anything be done by reducing the number of stations and extending the patrolling of districts. There are 1,354 stations. Is there anything statutory about that number?—No.

4366. Or the number of districts—is that statutory?—No. As opportunity offered we have reduced the number of police districts and police stations. There are 16 headquarters districts less than in 1901, and 122 barracks less than in 1901, and one County Inspector less in County Mayo; but there are dangers attached to the reduction of barracks in districts.

4367. I am not talking about the reduction of the Force, but more concentration which might be possible owing to modern conditions of quick transport?—This question of concentration was very fully considered by the Government. In the early stages of my appointment here we did reduce some districts and barracks; but Government, after very carefully considering the matter, came to the conclusion that it was very dangerous to proceed further. I received instructions not to go on with the matter at the time, and it has not arisen since; but whenever the local officers or headquarters of inspection report that a barrack is not required it is discontinued.

4368. Now, there are one or two small points which came up in the course of evidence, the question of cycling allowance, for instance. I understand every constable is expected to keep a bicycle?—He is encouraged to keep a bicycle, but not expected to. Those who keep bicycles have their names placed on a list of cyclists; but it is entirely a voluntary service. As regards cycling, the regulations have been revised since 1901 very carefully, and with the limitations which are imposed a very large economy results on the Constabulary Vote. These men voluntarily provide their own bicycles and use them on Government service. In many cases if they had not their bicycles we should constantly have to employ cars if we could get them, and in disturbed districts we could not get cars locally, and we should have had to increase our transport of mounted men very considerably. It is only in districts where cycling patrol is extensively done that a man derives any benefit from using his bicycle in Government service. The condition of the roads in country districts is so bad that the men's bicycles get a good deal knocked about. It is of distinct advantage to the State that they should supply bicycles in this voluntary way, and that they should be available for use. I do not think the allowance is an unreasonable one. I may say as regards cycles that during the sittings of the Committee there has been a serious outbreak of foot-and-mouth disease in Cork district, and in a telegram I directed that the men on duty in connection with it should if possible use bicycles, as they could cover a greater tract of country.

4369. Do you think most constables now have bicycles?—I think most of them have bicycles.

4370. Another small point was the question of contracting for food in large stations. That is a question which came before other Committees. It always appeared that the men do not take steps to get their food cheaply?—Our men are so extremely intelligent and so careful of their money that they take the greatest pains to get their food as cheaply as possible. I have not gone into the question of the men contracting for their food, but it would be possible only in the cities where there are a number together. Men would be coming and going, and some men might come in who would not agree to the local contracting rates, and it would only lead to friction. The men are old enough and sensible enough to look after their own interests. I think this is a matter that might fairly be left to the men themselves.

4371. They are not getting contracting rates when they might?—I think it is questionable when it comes to contracting rates whether the men could get things very much cheaper than they do at present. I am associated with some charitable societies in Dublin. We get a small amount of food at contract rates; but

I do not believe we get it much cheaper than the ordinary householder who goes to a decent firm. The difference is microscopical.

4372. Another point touched on by witnesses is the question of letting lodgings. Have you anything to say on that?—As to the question of letting lodgings, permission was given in April, 1905. With the concurrence of Government I permitted men to keep lodgers; but I cannot say to what extent it has been availed of. It is only to a small extent, because the bulk of the houses men are able to get are not sufficiently large to take in lodgers.

4373. They are forbidden to take a house for the purpose?—It leads to complaints from local people who are taking lodgers themselves. On very rare occasions I have refused permission. I recollect two cases where men at the seaside were prepared to take lodgers, and set themselves up in opposition to the local lodging-house keepers. The result in such cases would be to produce friction which would impair the men's efficiency as policemen. The only possible solution was that they should give up taking lodgers or be transferred at the public expense. As a rule if a man had a house sufficiently large and could get a suitable class of lodgers as regards respectability, there is no reason why he should not take them in.

4374. What about engaging in trade? Some witnesses said English policemen may engage in trade?—The men's wives may engage in trade to such an extent as I give permission. For instance, they would be allowed dressmaking, millinery, and teaching. They are not permitted to open shop in the houses in which their husbands are quartered, as they would get into competition with local traders.

4375. But any reasonable application to engage in trade is not refused by you?—So long as it is not a shop in the husband's county.

4376. There is not much grievance in that matter?—I believe there is no grievance at all.

4377. We had no representative from the mounted Force?—They came forward to ask for an increase of pay.

4378. Is that Force still kept quite distinct?—Quite.

4379. There are no complaints about want of promotion there?—They have not made any complaints. They move up practically automatically.

4380. According to the figures 35 per cent. are head constables, sergeants, or acting-sergeants. Another small point one of the witnesses complained about was the fact that he was not able to have any comforts in his barrack—was not allowed to put up a shelf, and so on. Is there any strict military discipline in the barracks?—I would not call it military discipline. Space is limited and we have to keep it tidy. We have to follow the old carefully-considered barrack regulations laid down, and experience shows it is the most suitable way of keeping our barracks tidy. I am not prepared to welcome any proposal for putting up shelves or introducing easy chairs or things of that sort. The men know perfectly well what is before them when they enter the Force. I fancy complaints under that head are not likely to be very many. I do not see any grounds for complaint there.

4381. Can you tell us why there should be two police forces in Ireland, and why the Dublin Metropolitan Police and the Royal Irish Constabulary should not be amalgamated?—I have not studied the matter. I found admirable police in Dublin when I arrived.

4382. Mr. STARKIE.—There were two separate forces for Belfast and Londonderry, and Belfast had a separate force up to 1865?—Yes.

4383. The CHAIRMAN.—It was not a Government force. It was a local or municipal force.

4384. Mr. HEADLAM.—You have never considered that subject—whether the two forces ought to be run from one centre?—I have not considered it.

4385. The CHAIRMAN.—It is a question for the Government?—Entirely a question for the Government.

4386. Mr. HEADLAM.—There are a certain number of names retained for various sections of the Royal Irish Constabulary, such as Free Force, Revenue Force, Extra and Reserve Forces. Is there any object in retaining all that, if we had an Act of Parliament to

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Colonel SIR NEVILLE CHAMBERLAIN examined.

[Continued.]

carry out any recommendations of this Committee?—I think the Revenue Force may go. It is moribund as regards its title for many years past. The matter on the whole is one I would wish to think over rather than give a reply to across the table.

4387. It seems to me there is not much meaning in these terms, though they are still perpetuated. The Force is one Force for all intents and purposes, and there is no object in retaining so many men under one Act and so many under another?—That is a matter that might be looked into.

4388. The CHAIRMAN.—The question of payment is involved?—These terms are well understood in Ireland.

4389. They are a necessity?—Yes.

4390. Mr. STARKIE.—The reason the Free Force is so called is that they are free and have not to be paid for by the locality, and half the cost of the Extra Force has to be paid?—Yes.

4391. The CHAIRMAN.—And is recruited according to circumstances, and is used according as the necessity arises either by application from the authorities or by order of Government.

Mr. HEADLAM.—What is the object of keeping them separate? —

The CHAIRMAN.—Because the foundation of the Force is a Free Quota. You can add to it as necessity arises from time to time, or reduce it.

Mr. HEADLAM.—It has grown up historically. Apart from that there does not seem much object in maintaining it distinct.

4392. The CHAIRMAN.—In your time, Sir Neville Chamberlain, the Force has been very largely increased on short notice and decreased on short notice?

Mr. HEADLAM.—The whole Force?

The CHAIRMAN.—The proportion which is required.

Sir Neville Chamberlain.—From 1904 reductions took place. The country became disturbed in 1907 and we had to add 400 men, and the following year 350 men.

4393. The CHAIRMAN.—Perhaps you might be aware in connection with the records of the Force that between 1879 and 1884 the Force was increased from 10,000 to 14,000 men?—Quite so.

4394. The Free Quota being limited by Statute to 10,006 men, the surplus was, of course, recruited as an Extra Force, and one moiety of that Extra Force was paid for by some locality. Now you were asked about the Revenue Police. For purposes of economy you have ceased to recruit for that Force?—Yes.

4395. And the Free Quota continue to discharge the duties?—Yes.

4396. Now speaking of that immense increase, we won't suggest that such a thing may happen again, still we never know what may happen. If you had a very low rate, that is in the number of non-commissioned officers and officers, and had been Inspector-General in 1879 and 1880 you would have had difficulty I presume in providing for the command of 4,000 additional men?—Exactly, I agree with you.

4397. Within a few months, or a couple of years notice, to provide officers for the 4,000 additional men?—Precisely so.

4398. Again, I presume, when the Force was increased in your time the addition of 700 or 800 men would have put you in some difficulty if you had a relative decrease of officers and non-commissioned officers during the time you were reducing the Force?—Yes.

4399. Do I take it that those are some of the conditions that passed through your mind in connection with what is called the organisation of the Royal Irish Constabulary?—I was about to say that these conditions were very clear to my mind on the questions of reorganisation. I regard it as essential that we should have at our disposal a number of trained, experienced police officers to take command of detachments, or be available in their respective districts. In the same way we require non-commissioned officers not only for the present numbers, but if unfortunately the numbers have to be increased. At any rate we should have the nucleus there on which we could build up very rapidly

any additional numbers required, but we could not do it unless we had trained men to fall back on, especially officers.

4400. Does that same consideration enter into your mind with regard to the reduction of stations?—Certainly, because unless we have stations we shall not have room in which to put extra police if required. That is a consideration in keeping up sub-districts.

4401. Mr. HEADLAM.—In keeping up the present distribution?—Yes, it is a slight consideration, but one which should not be lost sight of, that with our present organisation we not only arrange the police through given centres of the sub-districts of Ireland, but we have these barracks in which, on emergency, we can place extra men.

4402. The CHAIRMAN.—You were asked as to whether the existence of these stations was under statutable authority. It is not in a way, but it is indirectly in this way, that it is a distribution directed by the Lord Lieutenant under statute?—Yes.

4403. Has the Lord Lieutenant prescribed the number of stations?—He prescribes the strength and distribution of the Force.

4404. In prescribing the strength and distribution of the Force, I presume the Lord Lieutenant does not go into particulars of any area but counties?—No.

4405. In the calculation for counties submitted by you for his guidance and distribution, you prescribe your stations?—The number of stations and districts based on the reports from those districts after they have been very carefully considered by the experienced officers who assist me, and on whose advice I can rely.

4406. This question of the strength and distribution of the Force is a statutable one, but it is the prerogative of the Lord Lieutenant?—Yes.

4407. Mr. HEADLAM.—The Lord Lieutenant and the Government in Ireland acting on the advice of the Inspector-General?

The CHAIRMAN.—The Lord Lieutenant in Council.

Mr. HEADLAM.—As a matter of fact, the Council is not the executive body.

The CHAIRMAN.—It is in that respect.

4408. (To Witness).—Now I want to ask you further—10,006 is the free quota, and I think from information given to the Committee by Mr. Campbell that the Force on the 31st December last was 1,459 sergeants and constables under the statutable strength, and it was 756 under strength as distributed by order of the Lord Lieutenant. Of that 756 it was on that day 227 under strength as entered on the estimates for the year 1913-4, that deficiency of 227 being attributed to the lack of recruits and resignations. The Irish Government, acting on the advice of the Inspector-General of Constabulary, has seen fit to reduce the Force since the Lord Lieutenant's distribution, or rather to leave vacancies unfilled in the interests of economy to the extent of 529 at discretion and as a matter of choice, and 227 because you had not the recruits?—Yes.

4409. Mr. HEADLAM.—On the 31st December the vacancies were 227, and there were only 103 candidates?—I must once more impress on the Committee the statement which I gave at some length, that in quoting the number of candidates for enlistment it is necessary to eliminate the number of second-class candidates. For the purpose of our enlistment, according to the usage and practice of the Force, we had only 19 men to enlist for 227 vacancies. Before we pass from the question of the strength of the Force, as bearing on the duties devolving on men in the counties outside Belfast, I would like to give some figures. In August, 1912, we augmented the Force in Belfast by 200 men. In January, 1901, we had, taking head constables, sergeants, acting sergeants and men, 9,993 serving outside Belfast. In January, 1914, of the same ranks, we had 9,004, that is to say, the policing of the rest of Ireland has to be performed now with 989 men less. Of these Belfast has absorbed 200 men for anniversary or any other troubles that might arise.

4410. Mr. HEADLAM.—I understand that though the proportion of police to population in Ireland is much higher than in England, that is necessary in order that the Government may have at its disposal a large

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[Continued.]

number of police to send to places which are likely to be affected with the peculiar conditions to which Ireland is subject?—That is one reason, but another reason is, as I touched on in the earlier part of my evidence, that whereas in Great Britain the police can count on the assistance of respectable citizens—

4411. If I may venture to say so, I do not think that is universally true?—I can only go by police experience.

4412. Mr. STARKIE.—It is always a subject of remark if a civilian assists a policeman in Ireland?—It is not only commented on, but the unfortunate civilian is ill-treated, and his life is not worth living afterwards. I do not know who the eloquent originator of the remark was, but I understand one of the differences between the conditions of police life in Ireland and in England has been defined as "In England you trip up a thief; in Ireland you trip up a policeman." The conditions of police life I believe to be so different in Ireland as compared with England that it is necessary to keep up more men in proportion to the population here. Moreover, though I do not propose to do more than touch on it, the conditions under which the law is administered in England differ in very marked respects to the conditions in Ireland, especially when any popular movement is on foot. In England you may trust in cases being decided very largely according to the mere legal aspect, but in Ireland occasions arise when magistrates vote against sending cases of land agitation, and so on, for trial. In many cases juries are not at all so prompt to convict in Ireland. That all reflects on the police, and you have to keep a larger police Force.

4413. The CHAIRMAN.—In fact you think the duties generally justify a larger proportion of police Force?—Yes. The duties generally hang largely on our detachments, and our detachments are constantly required. The Committee will excuse me for going at greater length

into this question of detachments. In the five years prior to the Report of the Commission of 1901, that is to say, from October, 1896, to October, 1901, the following was the average number of men ordered annually on detachment duty of all kinds:—District Inspectors, 69; head constables, 65; men, 3,433. From October, 1901 to 1906, when the country appeared to be quiet, we have a distinct rise—66 District Inspectors, 82 head constables, 4,176 men. I now come to a year when the police were actively employed, such as may occur at any time. From October, 1906, to October, 1907, there were employed 124 District Inspectors, 148 head constables, 7,642 men. To do that barracks had to be stripped to their minimum. I had, on occasions of anniversaries in the North, only two men in each barrack remaining to do the work of 161 districts, one to act as barrack orderly and the other to maintain law and order, and only one policeman left in 17 sub-districts.

4414. Mr. HEADLAM.—You do not, in fact, agree with the Irish representative—I believe he was a member of Parliament, who said:—"The Royal Irish Constabulary used to be an army of occupation; it is now an army of no occupation"?—I think a great deal of nonsense is talked in Parliament.

4415. The CHAIRMAN.—And out of it. The questions we have been considering now are questions which lie with the Irish Government, and are dictated in their opinion by necessity?—That is the case.

4416. The CHAIRMAN.—We are very much obliged to you. Thank you.

Sir Neville Chamberlain.—I would thank the Committee, not only on my own behalf for the patient, indulgent way they have listened to the evidence I have given to them to-day, but also for the great kindness, consideration and patience they have shown during the evidence submitted by the officers and men.

District Inspector H. B. MOLONY examined.

4417. The CHAIRMAN.—An application has been submitted from the elected representatives of the County and District Inspectors, in which they ask that in addition to an increase of pay suitable provision should be made for their widows and children in the event of their death when serving in the Force, as is made for the families of men serving in the ranks. Now, as one of the elected representatives, you will perhaps proceed in any way you wish in presenting the matter to us?—I understand, sir, you have got a memorandum that was drafted by the Committee of officers that met at the Depot on the 8th January. I will keep as closely as possible section by section to that. There has been an alteration to a certain extent. The original Memorial mentioned pensions for the widows of officers who died while serving or within twelve months of their retirement. The officers have asked me to alter that to pensions for widows on the same terms as are granted to widows of officers in the army without limitation.

4418. First of all begin with the question of pay?—The strength of the number of officers that we are making the demand for at present is, 37 County Inspectors, as shown by the list of January, 1914, 89 first-class District Inspectors, 90 second District Inspectors, and 17 third-class, and 3 cadets. The case of the officers for an increase of pay has not been put before any Committee since 1882, and I believe that then it was simply introduced after the Commission. The commencing rates of pay of officers of the different ranks has remained the same since the 1st April, 1866, to the present day, and the second-class District Inspector has remained at the same commencing rate since 1st December, 1872.

4419. What is the commencing rate of a third-class District Inspector?—£125. The commencing rate of the second-class is £165, and it has remained the same since 1872. £225 is the commencing rate of a first-class District Inspector, and it has been the same since December, 1872. The County Inspectors' commencing rate, £350, has existed since the 1st July, 1882. In 1882 a difference was made in some of the intermediate rates of pay. There was a second rate provided in the second-class after five years' service

in that class. After July, 1882, the pay rose from £165 to £180. It was possible also for an officer to be allotted good service pay up to £12 a year. It is allotted to, I think, 23 officers in the second and third class, so that the maximum rate of pay of an exceptional officer in the second class would be £192 a year, which would represent the pay of an officer of from eleven to twelve years' service, doing duty in districts where the police work was active.

4420. I do not quite understand?—To reach the maximum pay of £180 and good service pay, an officer would have not less than ten years' service, and that service would have been given in districts where there was plenty of work to do, or he would not be considered eligible for good service pay. From the 1st July, 1882—the commencing rate of the first-class District Inspector remaining the same as it had been in December, 1872—the system of increments was introduced into the pay of that class. After 3 years there is an increase of £25 a year, and after 6 years another £25 a year, which would bring his pay after 6 years in the rank to £275 a year. After 12 years in the rank and over, good service pay of £30 a year may be attached to the pay of these officers to the number of six. The result of the Committee of 1883 with reference to the pay of a first-class District Inspector, was to raise his pay from £225 a year to £300 a year by three rises spread over twelve years. The County Inspector's pay, which was fixed at £300 from the 1st December, 1872, was raised in July, 1882, to £350, increasing by five annual increments of £20 to £450, and of the County Inspectors, five are in receipt of good service pay of £50 a year, which brings them up to £500 a year. At the same time—July, 1882—the pay of the Town Commissioner of Belfast was fixed at £600 a year, £400 of which is payable by the city, so that the Town Commissionership of Belfast costs the Government only £200 a year.

4421. Mr. STARKIE.—How long did you say it took a second-class District Inspector to reach the £180 rate?—About ten years' service.

4422. Because I observed that a District Inspector on the list had reached that £180 rate, and had only six

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years' service?—As a matter of fact, sir, I was speaking of my own service then. It depends on where they are serving. If a man does good duty, and gets records, he will receive good service pay earlier than others.

4423. The CHAIRMAN.—With reference to the Town Commissioner of Belfast, and the proportion contributed by the municipality and the Government, was his pay originally £600?—I have mentioned the only trace I could get of it.

4424. Mr. STARKIE.—His pay was originally £400, and it was increased to £600. The Act of 1865 established the Royal Irish Constabulary as the police Force of Belfast, and Section 7 arranged that the Town Commissioner be allowed £400 a year to be wholly defrayed by the Town Council. He got £200 extra in 1874.

4425. Witness.—The cost of officering the Royal Irish Constabulary, therefore, has practically not varied, or has varied very little, since 1872, when the maxima and minima were fixed. The total cost of the Force has varied from between £1,420,000 to £1,920,000. In years like 1881-3, when the strength of the Force was great, the variation was highest, but the cost of the Force at normal times has varied little since the year 1889. In the year 1889-90 the expenditure on the Royal Irish Constabulary was £1,412,680. The expenditure in 1893-4 was £1,344,362, and in 1911-12 it was £1,417,012. That I understand to include the cost of the effective and non-effective services, travelling expenses, and the things properly charged on the Constabulary vote. I would like to call attention to the fact that while the cost of the Royal Irish Constabulary, which is held to be expensive, has remained at in or about the same figure for the last 30 years; the votes for other public departments in Ireland have expanded considerably. The votes for the Land Commission, the Board of National Education, the Universities and the Colleges, and the Public Record Office have all been considerably increased.

4426. Mr. HEADLAM.—Has the Public Record Office gone up much?—£2,000. That is a small office. I am quoting from the figures on the Appendix 3, Committee of Irish Finance, 1913. These are returns furnished by Sir James Dougherty. The Local Government Board is down, and the Registrar-General's Office is up £13,000. From the year 1883 to the present day considerable additional duties and responsibilities have been placed upon the Force, and consequently upon the officers. The new Acts of Parliament that we have to administer require a certain amount of study, and give us a certain amount of labour in conducting prosecutions. We also have to check a large quantity of statistics for the Board of Agriculture, and attend to new orders as regards sheep-dipping, swine fever, under the Contagious Diseases of Animals Act.

4427. The CHAIRMAN.—What are the accounts you have got to check?—For instance, if there is an outbreak of swine fever in a district, we have to see that the disinfecting and isolation orders are properly carried out, and to issue certificates. Certain expenses are incurred of which a return has to be made to the Department. In our advance accounts they are claimed by our Department, and the work falls on the sub-district officers.

4428. Mr. HEADLAM.—Is that the District Inspector himself or the sergeant?—The District Inspector makes all payments, because he is the only one in the district officially responsible. These duties are done without receiving any extra pay whatever, either as regards officers or men. There are also duties that we are called upon to perform by the War Office. They make a good many inquiries through us as to billeting accommodation, camp accommodation, annual census of horses suitable for military purposes, and confidential returns and reports have to be made on many matters. These sometimes give rise to a considerable amount of correspondence. In England and Wales I find that invariably, or almost invariably, the chief constables of counties, and in many cases the superintendents, receive extra allowances—either a lump sum per annum or special fees—for visits and work done under the Weights and Measures, Food and

Drugs and Contagious Diseases of Animals Acts. In many cases there is a policeman told off for the work, for which he receives special allowance. These duties are always performed free by the Royal Irish Constabulary, except the Weights and Measures sergeants, who are paid out of the Verification Fees. I might mention that the only way in which officers of the Force are concerned with respect to Weights and Measures is that after the passing of the Local Government Act, officers were deprived of £10 annual allowance for the proper keeping of standards. When the Government became more liberal in their nature, that £10 a year was discontinued. Comparing the expenses of the Royal Irish Constabulary with an English Force proportionately to strength, I find that there is far more money spent on the English Constabulary Force. In England the Forces of the big boroughs are much more expensive, with a very confined area, than we of the Imperial Government with a large area of taxation. According to the Report of 1912 the total cost of the police Force in Liverpool was £257,358, and its strength, according to the same Report, was 1,658.

4429. The CHAIRMAN.—How much of that £257,000 was contributed by local taxation, and how much by Government Grant?—£80,817 was received from the Exchequer. The sum recovered for constables lent—they hire out constables there—was £4,443, and the balance of the cost falling mainly on local taxation was £128,235. I would like to call attention to the small item that is involved in the travelling expenses of the Liverpool Force, which were £687. Of course, they work altogether inside their own area, whereas out of the Constabulary vote there is bound to be a considerable sum for the travelling expenses of the men.

4430. Mr. HEADLAM.—I do not understand this comparison?—It is a matter of multiplying by seven. We are not an expensive Force when the strength of the Liverpool police is contrasted with the strength of the Royal Irish Constabulary.

4431. According to per head of the population or acreage?—Of course, the area of the Liverpool police is very much more confined, and the population of Liverpool is smaller than that of Ireland, and much closer together. We are more scattered, and about six times their strength. Relatively, we are about £1,000,000 less expensive even with the travelling expenses. When speaking on behalf of the officers, I would like you to know that the officers are drawn in two ways. Some join through competitive examination at the average age of 23 or 24 years as cadet officers. The remainder of the officers of the Force are men of experience in the service, whose average services, I should say, taking seniority and the men with the "P." qualifications, would be 20 to 25 years. Of the cadet officers in the Force at present, 44 are graduates in Arts of one or other of the Universities in the Kingdom, 8 are University scholars, 4 Honour men, 4 gold medallists and Senior Moderators of Trinity College, Dublin. The majority of the graduates have taken honours in some subjects or other during their course, and some have supplementary law degrees. Three officers have been called to the Bar, and one officer is qualified to be so called. The other section of officers are men of wide police experience with a long period of unblemished service, and 50 per cent. of them have also the qualifications of a Civil Service examination passed for promotion. The officers who are promoted can never, under the terms of service, reach the maximum pay of an officer of the service. Their age, owing to their length of service in the ranks, compels them to retire from the Force before they could serve 12 years in the first class as a District Inspector. One officer quite recently has been promoted a County Inspector, who served through every rank in the Force, but even he having become a County Inspector will not be able to attain the maximum pay of that rank.

4432. The CHAIRMAN.—Is there an age obligatory as regards retirement?—Yes, sir. The great reason why these men who are promoted from the ranks can never reap their full reward in pay or pension is the interval of six years provided for the third increment in the

rank of first-class District Inspector. Twelve years have to be served in that rank before you reach the maximum.

4433. The increments in that rank would not make any difference as regards the period when you would arrive at a County Inspectorship?—But he will be over age, and will have to retire before he completes the second six years in the rank. He will have reached the age limit before he can get the last rise. Many District Inspectors promoted from the ranks are precluded by age from ever reaching the first class at all.

4434. Mr. STARKIE.—An officer who appears on the list as having just reached the £300 rate was appointed in 1884; that was 30 years ago?—Yes.

4435. The CHAIRMAN.—The particular case you are making now does not refer to the particular Inspector who may look forward to be a County Inspector?—No.

4436. But it affects the man whose age would debar him from even receiving the higher pay of a first-class District Inspector?—Yes.

4437. Mr. STARKIE.—You say he can only reach the £275 rate, and not the £300?—Yes. He reaches the £275 only by being promoted early. Take my own case. I went quickly through the third class. I think I am fortunate, but it will take me just 18 years' service.

4438. The CHAIRMAN.—We are glad to meet somebody who regards himself as fortunate.

4439. Mr. STARKIE.—There is an officer on the list who has just reached the £275 grade. He was appointed in 1895, that was 19 years ago?—Yes, sir. I was appointed in August, 1896. Another point that I

would like to make is, that the starting rate of £125 a year for a third-class District Inspector, however it may suit a candidate who passes the competitive examination at the age of 23, becomes totally inadequate when a man with a wife and three or four children is expected to maintain a similar social position to the cadet officer as a single young man. When a head constable receives promotion, the absolute pecuniary value of his promotion to him is £21 a year.

4440. Mr. HEADLAM.—Is he expected, and does he as a fact maintain the same social position as a District Inspector appointed by competition?—I think I can say he does as far as his means allow him, and in endeavouring, with a wife and family, to live up to the traditions of the Force, he is bound to swamp himself.

4441. Is that expected of him?—It is expected of him, and the majority of the men loyally endeavour to carry it out.

4442. Mr. STARKIE.—Of course, the lodging allowance is a considerable increase to his income?—I am not touching on that yet, but I will be able conclusively to prove to you that it is barely sufficient for the special purpose for which it is provided.

4443. There is the difference between a head constable's allowance and that of a District Inspector?—The head constable is provided with lodgings. I do not know any case of a head constable living out. What happens is, that he has to get proportionately a great deal more out of his pay of £125 than he has as a head constable with £21 a year less. There are far heavier calls.

The Committee adjourned.

TENTH DAY—WEDNESDAY, MARCH 11TH, 1914.

At No. 5, Upper Castle Yard, Dublin.

Present:—The Right Hon. Sir DAVID HARREL, K.C.B., K.C.V.O., I.S.O. (Chairman); Mr. MAURICE F. HEADLAM, Treasury Remembrancer; Mr. ROBERT F. STARKIE, R.M.; and

Mr. JOSEPH BRENNAN, *Secretary*.

District Inspector H. B. MOLONY examined.

4444. The CHAIRMAN.—With reference to the schedule* relating to the rate of pay, in order to make that more complete, Mr. Molony, would you tell us the various allowances to which an officer is entitled, giving everything of which he is in receipt?—Do you mean pensionable allowances?

4445. I mean actual allowances?—Before doing that, sir, just before I left off yesterday, Mr. Starkie asked me a question about the lodging allowance of a District Inspector promoted from the ranks. That is £30 a year. In addition to that a third-class District Inspector draws forage allowance of £50 a year, £45 for a servant, and an office allowance of £3—that is for stationery.

4446. Mr. HEADLAM.—How much are the total emoluments on entering that rank?—£253. A second-class District Inspector draws the same allowances, with £5 additional to the lodging allowance. That brings him to £298. A first-class District Inspector draws the same allowances, with £40 a year lodging allowance. There are slight variations, I believe, in the lodging allowances up to £50. A County Inspector draws the same allowances with £50 a year lodging allowance.

4447. The CHAIRMAN.—And in his case an office allowance?—Yes, but I do not know what the office allowance is.

The CHAIRMAN.—£18.

Witness.—With reference to the lodging allowance, I would like to point out that a third-class District Inspector is now just as liable to be stationed in a big town or city as a first or second-class District Inspector. In my own experience, I have known third-class District Inspectors in charge of Derry City. I think the present District Inspector there has been in charge of the city all his service as District Inspector. A second-class District Inspector is often in charge of a bigger place than a first-class District Inspector. The average rent throughout the country paid for houses by officers is between £39 and £40 a year.

4448. Mr. HEADLAM.—How do you get these figures?—There is a register kept in the Inspector-General's Office.

4449. Mr. STARKIE.—Does that include cities, or only rural districts?—It is the average rent paid by District Inspectors.

4450. Including Belfast and the other larger cities?—The cities outside of Belfast.

4451. All Ireland except Belfast?—Yes. I can give my own personal experience of the rents I have paid during my service. I hadn't a house until I became a second-class District Inspector. I paid £35 a year for a house in Templemore. I paid £35 a year for a house in Ballymote, Co. Sligo. I paid £46 a year and rates for a house in Mallow, and the rates

* *Vide* Appendix XXX., Schedule A.

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amounted to about £8 in the year. I paid £50 a year in Cork, and I pay £60 a year in Bray. In some of these houses there was room enough for a family of any size. I would suggest that the allowance of £40 a year be made general in all grades of the service outside Belfast. While on this subject of lodging allowances, I would like to bring under the notice of the Commission the case of officers ordered from the country or volunteering to come up from the country for service in the Reserve at the Depot. These officers are put to more expense while serving at the Depot, and incur more expense, than they would in a country district. Their lodging allowance is not paid, but in lieu of the lodging allowance they have a bedroom and sitting-room each, allowance of coal and candles, and the use of the mess building. The fittings of the mess, to a great extent at all events, are provided by the officers of the Force.

4452. Mr. HEADLAM.—Is there a deduction from their pay?—No, only voluntary contributions, but for men of the Reserve there is a standard monthly subscription, and also entrance fees to the mess. The Reserve officers consider that the deduction of £35 a year from them is an excessive rent to pay for the accommodation given to them.

4453. The CHAIRMAN.—That is to say, they do not receive lodging allowance?—Yes, sir. Now the next matter is the servant's allowance. The £45 a year is totally absorbed by the provision of a man servant, because an officer is bound by the regulations to keep a man servant of a respectable type, and to see that he will turn out respectably dressed, and at the present time you cannot get a man of that class under 16/- a week. The provision of a suit of clothes or two in the year absorbs the rest of that £45.

4454. Mr. STARKIE.—16/- a week for a man living out?—Yes. That is the cheapest you can do it.

4455. The CHAIRMAN.—The servant's allowance was granted in lieu of an orderly. An orderly always got something as well as a suit of clothes from the officer by whom he was employed?—Yes, sir. The question is, isn't the granting of a servant's allowance cheaper for the Government than the payment of an orderly?

4456. I rather gather from you that you expect the servant's allowance would leave a surplus which you would apply to other servants in the house?—No, sir. The allowance is given for a man servant who will keep his horse. The allowance is only meant to cover the cost of a man servant. It does do it, but no more. I am making the case that it is sufficient, but there is no profit out of it.

4457. I thought you meant the servant's allowance should cover the domestic servant in the house as well?—No, sir. With regard to the £50 a year for forage, it covers it, but that also is supposed to cover the upkeep of a trap, the provision of a horse and the replacement of a horse. I say that it is just sufficient to do that at the present prices of forage. I can give you the current prices of forage if you wish.

4458. At any rate, on behalf of the officers you are satisfied with the forage and servant's allowances?—Yes, sir.

4459. Mr. HEADLAM.—Do I understand all District Inspectors have to keep a horse wherever they are stationed?—Yes, or in lieu of that, by recent regulations a motor car. With reference to the stationery allowance, I think it just covers what it is meant to. I would, therefore, represent to the Committee that what an officer has to live on is really his pay. The pay of officers of the Royal Irish Constabulary—those of the second class—compares unfavourably with that of chief constables of counties and boroughs in England at present.

4460. Mr. HEADLAM.—You say "to live on." What do you mean by living on? Is not the expense of a house one of the ordinary expenses of living?—Yes, but I mean having got himself a house, he has only got his pay to live on—to meet all his household expenses, provide for the education of his children, clothe himself, maintain his uniform and general equipment in a decent social position, this is all to be done out of his bare pay.

4461. Other emoluments apart, he gets a house and his net pay?—I would correct that. He gets assist-

ance towards a house. In some cases it is complete, but in a considerable number of cases it is not sufficient, and part of his house rent comes out of his pay. Our pay compares unfavourably with that of officers of the English police forces. I do not wish to labour this matter, but I have got, by the courtesy of Mr. Caldwell, Chief Constable of Liverpool, the new rates of pay that came into force from 2nd February of the present year. I would draw attention to the fact that a Superintendent of the eighth class in Liverpool draws £250 a year, less 2½ per cent. deduction for the Pension Fund, that is £243 15s. net, while a first-class Superintendent with seven years' service in the rank has risen by yearly increments of £10 to £320.

4462. The CHAIRMAN.—How many Superintendents are there?—I think eleven Superintendents, sir. One is Chief Clerk.

4463. Mr. HEADLAM.—Did you say eight classes of Superintendents?—There are eight grades of pay for eleven men. The pay is £250 on appointment, rising by yearly increments of £10 to £320.

4464. Have they any allowances besides that pay?—They are not stated in the information I have got.

4465. You do not know if they have any house allowance?—There is a deduction in Liverpool for the houses in which they reside of, in some cases, £50. The houses are kept for them, and a deduction of £50 a year is made for the houses, which are owned by the city. The class above that, the Chief Superintendents—

4466. The CHAIRMAN.—How many are there?

Mr. STARKIE.—There were two in 1910.

Witness.—Yes. They begin at £320 a year, and there are increments at three years of £50, and increments at seven years of £50, making £420.

4467. Mr. HEADLAM.—And the same deduction for houses?—I have no information as to that.

4468. The same deduction for pension?—Yes, the same deduction for pension, 2½ per cent. I mention those, sir, with reference to the officers here, although really they are not of the same rank. When the next highest post—that of the second Chief Constable of Liverpool—was vacant, officers of our Force were candidates for the position, and one of them now occupies the second assistantship in Liverpool.

4469. The CHAIRMAN.—Why is it that the Chief Superintendents do not become chief constables?—They are a grade below the chief constables.

4470. And the selections for assistant chief constable and chief constable are made from outside?—Yes. They are eligible to compete, but, as a matter of fact, they have never been appointed. The chief constable of Hull was an officer of this Force. He would now, if he had remained in the Force, have been a first-class District Inspector on the second rate of pay, that is £250. As chief constable of Hull he draws £700 a year.

4471. Mr. HEADLAM.—Has he a house allowance?—It is not given in the Report.

4472. Does he suffer any deduction for pension?—Yes, under the English Police Act 2½ per cent. In Schedule B* there were given some English counties, the average of the forces and the salaries of the chief constables, and, comparing them with Irish counties of somewhat similar extent and force, the comparison shows an all-round difference of about 30 per cent.

4473. You are talking of County Inspectors?—Yes.

4474. Then you are comparing Durham and Roscommon?—You can take it Durham and Kerry. They are comparable, having regard to the fact that a borough is cut out from the county force, and has a separate establishment of its own, which the chief constable of the county has not to deal with.

4475. The CHAIRMAN.—Of course you are aware that the chief constables of counties in England, and of boroughs also, are not promoted from the Force?—I am, sir.

4476. And that they come at a more or less advanced age, and are selected on account of professional capacity of some sort?—Well, sir, I have been a candidate myself for a few of them, unsuccessfully. I am sorry to say. My experience with reference to one county was that the gentleman appointed was a major, a signaller staff officer, and he was about the same age

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as myself. He had no previous experience. The same happened in the Borough of Sheffield. The gentleman appointed there was a major of about the same seniority, but he had some previous police experience. The men appointed from our Force have usually been District Inspectors high up in the second class, or just entering the first class. They have been appointed in charge of Glasgow and Birmingham, and Liverpool has been in charge of a Royal Irish Constabulary man since 1882.

4477. Mr. HEADLAM.—Do you happen to know how many candidates there were when you applied?—The first time in Liverpool, sir, there were 95. I was beaten on the last poll, and the same accident happened the next time when there were only 63.

4478. I happened to see the candidates' list for a chief constablenesship. There were 108 candidates, and the pay was £400 a year in that case?—£400 a year would be ample inducement to a first-class District Inspector.

4479. Even if he had to pay for his house?—Yes, sir, because he gets extra allowances for extra duties. In a great number of these county forces he gets travelling and other allowances. There are higher emoluments in England for men of our class. They are better paid on the whole.

4480. Do you think if you threw open the post of District Inspector by advertisement, you would get many applications from ex-army officers?—I don't think you would, sir.

4481. Not even with £300 a year?—I don't think you would. I certainly question whether ex-army men would be as efficient, say in County Sligo. Taking the larger boroughs—Liverpool, Birmingham, Newcastle-on-Tyne, Bristol and Leeds—and comparing them with Belfast, the difference between the salary in Belfast and the salaries paid to the chief constables of these boroughs varies from £200 to £900 a year. I except Bristol in making that statement, as Bristol is a new appointment made only a couple of years ago, and has not risen to the high grade it will stand at when the chief constable has had his maximum.

4482. The CHAIRMAN.—What is the maximum?—If I remember right, £800.

4483. Mr. HEADLAM.—How many subordinates above the ranks has the chief constable of Bristol under him?—The authorised strength is six Superintendents and 27 Inspectors.

4484. Is the Inspector a commissioned officer?—He is higher than a sergeant, and would about correspond with a head constable.

4485. The six Superintendents would correspond with the District Inspectors, would they?—Yes, if you like to put it that way, but we consider that we are a different class—a class above the Superintendents. We rate ourselves with the chief constables of these places.

4486. Mr. STARKIE.—Of boroughs?—Yes.

4487. Mr. HEADLAM.—Whom does the County Inspector correspond with?—With the Chief Constable of a county in England.

4488. The chief constable would correspond with the Commissioner in Belfast?—Yes.

4489. How many responsible officers are there below the Chief Commissioner in Belfast?—There are seven District Inspectors in Belfast.

4490. And the District Inspectors in Belfast are of a higher character and better class than the Superintendents in Liverpool?—Yes, sir, a better class. For the command of an average Force of 909 men in an English borough, this is taking the mean average of Force and pay—the chief constable gets an average salary of £1,033 3s. 4d. I shall now proceed to a comparison with army officers. The revised rates of pay of officers in the army, as given in Schedule C,* are also higher than the rates of pay of District Inspectors. The Royal Irish Constabulary cadet is, as a rule, older than a second lieutenant in the army, and he only draws the low rate of £72 a year for a short period.

4491. The CHAIRMAN.—What is the age limitation?—21 to 26.

4492. Mr. HEADLAM.—How long is he a cadet?—From a couple of months up to 15 months.

4493. Could you say about a year was the average?—No, sir, it would not be a year. Nine months, I think, would be the average.

4494. Mr. STARKIE.—Does he not get a sergeant's pay?—Yes, about £72. A second lieutenant gets £95 6s. 3d.

4495. Mr. HEADLAM.—Do you think a cadet's pay ought to be raised?—No, I am simply pointing out whether we are better off. The third-class District Inspector gets £125 a year. The First Lieutenant gets £118 12s. 5d., and after six years' service he gets £164 5s.

4496. When, on the average, does a Constabulary officer become a second-class District Inspector? After how many years' service?—Recently about two years. The last list was quicker. Some have been under a year, and some have been up to 2½ years. A captain draws £211 7s. 11d. A second-class District Inspector, after five years in the rank, draws £180. After three years a captain draws £266 2s. 11d., and a major £292.

4497. How long does it take a captain to get £266 2s. 11d.? How many years' service would he have on the average?—I may take it that he would get his company in ten years, so that his service would be about 13 years.

4498. Mr. STARKIE.—That is about the average to get into the first class?—Yes, sir. A District Inspector, after 25 years' total service, might be able to get £300, but not matter what service between that and 40, he would not get any increase from the £300, except good service pay.

4499. How many years would he take to get to the £300 rate on the average?—About 25 years. I was taking the 13 years to get into the first class, and 12 years' service in the class. I take that as the average. The Lieutenant-Colonel begins at £419 15s.; that with command pay comes to £511. A County Inspector cannot rise beyond £450, unless he gets good service pay, and five County Inspectors may.

4500. The CHAIRMAN.—Do all colonels get command pay?—I am taking the best point each can get to.

4501. Mr. STARKIE.—The last District Inspector on the first-class list was appointed on 18th May, 1900, and he was promoted on 11th December, 1913?—Yes, sir, about 13 years. Five County Inspectors draw good service pay, and that would bring their total income to £500. The senior officer who has it now joined in 1879, that is 35 years' service, and the junior officer joined in 1882, that is 32 years' service. A cadet officer, in the same way as a lieutenant joining the army, has to provide himself, of course, with a uniform, and the average expense is in or about the same. In the case of an officer promoted from the ranks, the cost of his uniform, and the fitting of himself with a horse and trap, and things of that kind, is a heavy tax on him. In the army they receive a grant-in-aid, but in the Constabulary they do not. It is perfectly right that a cadet starting in his profession should provide himself with an outfit; but when a man is promoted for his experience and knowledge, we think it is hard that he should be penalised to such an extent, just when the burdens of a family are bearing on him. We suggest that the same grant be given to head constables on promotion as is given to non-commissioned officers in the army on their promotion. I have a note here that in the army there was a grant of £150 to defray the cost of a uniform and an allowance of £50 a year for three years after promotion. I think it was mentioned yesterday that £100 was the grant.

4502. Mr. STARKIE.—Have army officers allowances of any description?—There are different things called corps pay. I am not experienced in the rules of army allowances, but many officers do draw allowances for signalling, musketry, and so on. They have a servant, to whom they pay a very small sum, about 10/- a month, and they are accommodated in barracks. The cost of living is the next point. I think you have already got ample figures. The only figures I purpose putting before you are two returns bringing the figures of the Board of Trade prices up to date as far as Ireland is concerned. I took the commodities from the Board of Trade Return as shown in 1912. I

* Vide Appendix XXX.

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then took 16 towns in Ireland, and the cost of the same commodities in 1914, and I worked out the average increase or decrease to show that the rise proved by the Board of Trade returns is continuous.

4503. Mr. HEADLAM.—Where did you get the figures from?—From the District Inspectors of 16 towns in Ireland.

4504. Who got them from the shopkeepers, I suppose?—Yes, and from their own books.

4505. At what date did they take the figures?—They were taken early in January of the present year.

4506. And the Board of Trade figures are 1912?—Yes, October, 1912. I include in the returns six cities in Ireland for which the Board of Trade returns are made out.

4507. The CHAIRMAN.—You have compared the Board of Trade returns for six cities with the returns of average prices that you have received from 16 towns. Well, of course, that is comparable, but not exactly comparable?—But I have also compared them with the six cities up-to-date.

4508. Could you give us the comparison between the six cities returned by the Board of Trade in 1912 and now?—I can, sir. This is the comparison:—

	1912.	1914.
	s. d.	s. d.
Beef, per lb., ...	0 9	0 9½
Mutton, per lb., ...	—	—
Pork, per lb., ...	0 9	0 10½
Tea, „ ...	2 0	2 0
Sugar, „ ...	0 2½	0 2½
Bacon, „ ...	1 0	1 2
Eggs, per doz., ...	1 5½	1 8
Cheese, per lb., ...	0 10	0 11
Butter, „ ...	1 4	1 4
Potatoes, per stone, ...	0 8½	0 6½
Flour, „ ...	1 10	1 10½
Bread, „ ...	0 6½	0 6½
Milk, „ ...	0 3¼	0 3
Coal, „ ...	26 7	28 0

I do not wish to labour that matter. There are plenty of statistics. The next question is the cost of education. It has become a very important question with a large number of officers, and it particularly affects officers promoted from the ranks. The majority of officers promoted from the ranks are married at the date of their promotion. Their children require to be educated, and that has to be done on the pay of a second class District Inspector for the most part. The position of the promoted officer requires that his children should be educated at all events in a good secondary school, as practically the only employment left open for them is the Civil Service. To prepare boys or girls for a competitive examination in the majority of instances the officers have to send their children some distance from their station, and to maintain them there during their period of education. Taking the ordinary good secondary schools in Ireland such as Portora, and the Grammar Schools of Tipperary, Cork, and Galway, the average cost of educating a boy at these schools would be £66 a year and their travelling expenses. With the few secondary schools that there are in Ireland it is hard on officers who are trying to do justice to their children.

4509. The CHAIRMAN.—You mean as boarders in these schools or lodging out?—Yes.

4510. You are aware the Inspector-General makes every effort he can to send men to stations where they can get education?—I am quite aware of that, sir. There are a great many stations in Ireland, and very few schools that are qualified to prepare the sons of officers for the positions open to them.

4511. The difficulty is chiefly felt by that class of officer?—Yes. It is a heavy incidence now on officers of all classes who have families growing up from 12 to 16 or so. It is a severe tax on the officers in addition to the increased cost of living and the standard of living they must maintain.

4512. Mr. HEADLAM.—Has the cost of that sort of living risen in the last few years?—No. It has remained stationary, but the number of officers who feel it has increased greatly since 1882, because in

1882 there were not so many officers of low rank married as at present, owing to the promotion of officers from the ranks.

4513. Mr. STARKIE.—One-fourth used to be the average?—Yes; now they are 50 per cent.

4514. Mr. HEADLAM.—As regards an officer appointed in the ordinary way, he would be much in the same position as an army officer quartered in Ireland as regards the education of his children?—He would, sir. Now, having regard to all these facts, we consider not only are we justified in asking for an increase of 20 per cent. in the present rate of pay: such an increase of pay is absolutely necessary. The suggestion of the officers, taking pay alone, is that a 3rd class District Inspector should receive £150 a year; a 2nd class District Inspector, £190 a year, rising to £220 a year by three increases biennially of £10, which would bring him to the £220 in six years, at which figure his salary would remain for the remainder of his service in the rank of 2nd class. The 1st class District Inspector should commence at £270, rising by annual increments of £15 to £360, that is after six years' service in the rank he will have his maximum rate of pay.

4515. Mr. STARKIE.—That is by annual increments?—Yes, annual increments of £15 a year. That will give an opportunity to the officer promoted from the ranks of gaining the higher rate of pay of his rank. The commencing salary of a County Inspector should be £420, rising by annual increments of £25, to £545.

4516. The CHAIRMAN.—The good service pay to remain the same?—I have no suggestion as to that.

4517. Mr. HEADLAM.—The allowances to remain the same?—Yes, the allowances to remain the same. As to the case of the Town Commissioner of Belfast, I have no suggestion to make except to refer to the fact that the officer in command of an average force of 909 men in an English borough is paid £1,033 3s. 4d. a year on the average. Now, with reference to widows and children, as I understand the Commission of 1901 admitted that pension was deferred pay, and therefore we think that we should be put at least on the basis of Army officers as regards provision for widows and children. The cost of the non-effective force is undoubtedly high, but regarding pension as deferred pay, any pension that is paid out has been earned.

4518. That applies to the whole of the services of the Crown; but do you say that it applies to you particularly more than any other service?—No, sir; I am taking the report of the Committee which has been laid before the Government, and which has, to a certain extent, been acted on.

4519. I only want to know whether the principle as to pension being deferred pay is applicable to all forces of the Crown?—I think the principle of deferred pay has been admitted by another Commission as regards the Civil Service.

4520. The CHAIRMAN.—You are aware that it is a very thorny question, and that it admits of being regarded from many different points of view?—Yes; it can be used against us or for us.

4521. So it is a statistical factor that can be twisted any way?—I think the point was admitted by the Commission I have referred to that any pension paid out has been earned. Take the case of an officer who serves 24 years. If he had lived to serve 25 years he would be entitled to a pension. If he dies he is entitled to nothing. This deferred pay is wiped out or is lodged to the credit of the Government. There are no claimants for it. The non-effective services are fully covered. When a pension is drawn it has been secured by work done, and it has also been, if I might say so, reduced by the lapse of deferred pay of persons who never drew it. The men's widows in our Force get pensions and so do the children; but when an officer is promoted from the ranks his widow and children lose any chance of getting any pension.

4522. Mr. HEADLAM.—Unless the husband is killed on duty. Does not the widow get a pension?—I think that is subject to compensation for malicious injuries. Now, in the case of an officer who had served 39 years and died, there would be 39 years' deferred pay due to him. None of his next-of-kin can claim it, whereas

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if that officer had got the amount of his deferred pay paid to him year by year and had put that deferred pay into an annuity, no matter when he died he would have the surrender value as a commercial transaction, not speaking of it as a Government matter at all. An officer will follow me who will give you quotations with reference to the annual premium and what he would get, or his widow would get, if he died before he drew the annuity. Our proposal is that the widows of officers of the various ranks be granted pensions, as are the widows of officers in the Army. They are in the Army Warrants, 1913, page 147, Section 2, paragraph 654—Colonel, £90 for the widow, and £16 for each child. Major, £70 for the widow, and £14 for each child. Captain, £50 for the widow, and £12 for each child. Lieutenant, £40 a year, £10 for each child. The comparison with our ranks would be—3rd class District Inspector, Lieutenant; 2nd class, Captain; 1st class, Major; County Inspector, Colonel.

4523. Mr. STARKIE.—In the Army these pensions are not given in all cases. It depends on the pecuniary circumstances of the widow and children?—Quite so, sir; but taking into account the pecuniary circumstances of the widows and families of our officers I think they would escape in very few cases. Indeed it is within the knowledge of officers of the Force that there have been widows left by County Inspectors and District Inspectors, men who were not extravagant in any way and did not get into debt or difficulties, and the officers of the Force were called upon at various times to subscribe to assist the families of these officers who died. We really think that when we give loyal service for 40 years before we can draw our maximum pension, that if while giving that service we are suddenly knocked out, and our pay being insufficient to enable us to make future provision for our family, as well as educating and bringing them up, we really think the Government should put us on the footing of another branch of the Government service, the Army.

4524. Mr. STARKIE.—The widows of Army officers who would require a pension would be exceptional?—In the Army it is not so exceptional. The widow who does not require it is exceptional. It is far more necessary in our Force than it is in the Army, because we join the Force as a rule as poor men, and we have a position to keep up, a position that is expected of us, which absorbs the pay that we draw. Very few of us indeed are in a position to make any provision for the future.

4525. The CHAIRMAN.—You may have heard of the Widows and Orphans Society that existed for officers of the Force?—No, sir, not in my time.

4526. Such a thing did exist for many years. It was subscribed to by all the officers of the Force; but unfortunately it was not founded on an actuarial basis. There was an endeavour to mix philanthropy with business and it failed. It was a matter that could be subscribed to or not as a particular officer desired.

4527. Mr. STARKIE.—Are officers claiming pensions for the widows of officers who either die in the Force or afterwards, as in the Army?—Widows of men who die in the Force or on pension.

4528. Mr. HEADLAM.—Do you ask for all the scales laid down in the Army Order?—No, sir; I have made £90 for the Colonel as the ordinary, and we ask it on the same terms. We do not think it is excessive, because a County Inspector of 40 years' service will have earned an annuity of £363 6s. 8d. We only ask for his widow £90. Of course, the children of a County Inspector with 40 years' service would probably have been put forward in life.

4529. Would you submit to all the restrictions governing the granting of honorary pensions as laid down for the Army:—“(1.) An honorary pension may be granted provided that the pecuniary circumstances of the applicant are such as in the opinion of the Army Council would justify it. (2.) That the officer married while on the active list, that he was not over 60 years of age at the time of his marriage, or more than 25 years older than his wife. (3.) That the officer survived his marriage at least one year unless it was shown he was manifestly in good health at the date of his marriage,

or unless his death was due to injury or disease within his own control,” and so on?—I think those are fair enough terms. The English police have pensions, and gratuities may be granted to their widows. You have got the application placed before the Government in 1908 with reference to pensions.* The only other matter that I would like to place before the Committee is that we have been drawing these rates of pay now for a very large number of years without any relief. I hope that such relief as may be recommended will be acted upon quickly—I mean that one of the recommendations of the Committee may be that if anything is done for us it may be done quickly, because our rates have really remained stationary for such a very long time that we suffer as much if not more than the men in our own grades.

4530. Mr. HEADLAM.—Can you tell us anything about your duties, whether they have increased in recent years?—Yes, sir. Of course, the duties vary in different districts; but incidentally several District Inspectors have done severe strike duty within the last few years. I hardly heard of a strike when I joined the Force 18 years ago. I ran up against one in Cork City that kept me busy six or eight months, with a General Election thrown into the middle of it. This industrial unrest seems to have taken hold of Ireland. Outbreaks of foot-and-mouth disease have undoubtedly imposed very severe duty within the last twelve months. The enforcement of the Diseases of Animals Act under the Department of Agriculture, and the various circulars they issue have made a considerable addition in recent years to the duties. The same may be said as regards the Children's Act of 1908, because really now any lady walking down a street who sees a child 50 yards away from its own door may make a complaint and the police have to investigate the matter and take the child to a place of safety until the investigation is made. A good many legal forms have to be gone through in connection with that Act of 1908. This has added considerably to the work of police in cities, and even in places like Bray.

4531. Mr. HEADLAM.—Do the police act as inspectors?—There are special inspectors.

4532. Is not that the duty of the police in England?—No, sir, it is an extra duty.

4533. The CHAIRMAN.—The police have nothing to do with children as regards school attendance?—No, sir; that is done by officers of the local authority. The police look after the children on the streets.

4534. What sort of direct duty do you have under the Act of 1908?—In connection with industrial schools and workhouses.

4535. Mr. STARKIE.—That has existed since the passing of the first Act dealing with children?—Yes. The number committed, or the number they want committed, has increased in recent years. They are constantly wanting cases investigated now. You must take the children to a place of safety while you are investigating in a great many instances, so that the men are kept very busy. Then as regards sheep seab, When the Department decide on a prosecution they send the papers to me and say: “Please prosecute.” I have to read up all these Acts of Parliament. I have not so far made a mistake, and I do not know what would happen if I did. The Department of Agriculture invented a new form for agricultural statistics—they only invent it as far as ruling is concerned, and they send it down to me to get it filled. They decided to collect agricultural statistics by electoral divisions instead of police sub-districts, and that means the working out of a whole lot of figures. They had plenty of information in their office to do it themselves, but it was sent out to the police to do. Generally any Department in Ireland that wants anything done sends to us to do it. They rule a form and send it to us and ask us to supply the figures.

4536. How many hours' work a day do you have in your office?—In Bray I think I would average two or two-and-a-half hours in the office.

4537. And the rest of the time?—I have my inspections. I have seven stations to inspect and a definite number of patrols to inspect every month.

* *Vide* Appendix XXX.

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District Inspector H. B. MOLONY examined.

[Continued.]

During the strike outbreak in Dublin very often an officer did 14 hours straight on end duty. Ordinarily, our regulations prevent us being absent from our stations.

4538. The CHAIRMAN.—How many Petty Sessions?—I have one fortnightly and two monthlies.

4539. Mr. HEADLAM.—How much leave do you have in the year?—50 days.

4540. Is there any difficulty in getting that?—Sometimes.

4541. When you go on leave does another District Inspector take charge of your district?—No, sir, unless for very special reasons a head constable acts.

4542. Is there any weekly or monthly leave in addition to the 50 days?—Yes, 12 hours in the week.

4543. The CHAIRMAN.—Unless when you are on the 12 hours' leave you must be available at all times in your station?—Yes, or district.

4544. Mr. HEADLAM.—How big is the average district?—Taking mine I would put it down at 24 miles by 14.

4545. Mr. STARKIE.—Your headquarters is on the edge of the district?—Yes, that stretches the distance for driving on inspections.

4546. Mr. HEADLAM.—Do you know the population of the district?—I really could not tell you off-hand. The town of Bray, in the summer time, has a big floating population, with a good many English tourists. People come and go, and lose things, or they may be stolen, and we have a good deal of communication with the English police. It was estimated by the local authority that the population in the summer months was about 15,000.

4547. What force of police in the district?—I have in the district 1 head constable, 9 sergeants, and 35 men. At present we are under strength.

4548. Mr. STARKIE.—Do many County and District Inspectors use motor cars instead of horses within your knowledge?—Yes, I believe so. I think a young man joining who knows nothing about a horse will probably lose less money by buying a motor instead of a horse.

4549. Has a grant for travelling instead of forage allowance ever been considered by the police authorities?—Not that I am aware of, sir.

4550. How would it work, do you think?—That is, giving us a lump allowance for travelling?

4551. Yes, according to the district?—A great deal would depend on how it would scale—on how it would work.

4552. It would enable many officers to dispense with keeping a servant?—Yes, sir.

4553. It would enable the £45 a year to be made pay instead of allowance?—Yes.

4554. How would it work from the point of view of the public service?—From the point of view of public service it would work just as well if we got a bulk allowance.

4555. Constabulary officers, of course, are supposed to do mounted duty?—They still do their turns of mounted duty.

4556. Do they act on public duty in the mounted capacity?—The last time I saw officers employed on mounted duty was during the last visit of the King.

4557. Were many employed?—Two.

4558. Mr. HEADLAM.—There is a separate mounted force for that sort of thing?—Yes. The Riding Master is always available for mounted escort duty, but in some cases, with the supervision of riding duties, the Riding Master's hands are full without doing riding escort duty.

4559. The CHAIRMAN.—As regards that allowance—at present your horse is supposed to do all travelling within your district, but supposing you are ordered on duty outside your own district, and that there is not a railway, how are you paid?—We get mileage, and in some instances actual car hire. Officers get mileage at the rate of 9d. when travelling a distance of 12 miles from headquarters, outside their district.

4560. Then your horse must take you on duty 12 miles from headquarters station, and to the whole of your district?—Yes.

4561. If you went 12 miles outside your district would your mileage begin from your station?—Yes, from your station. If you went over the distance it counts all the way.

4562. Do you know anything about the regulations as to motor cars?—No, sir.

4563. Must the officer purchase a car of a certain standard?—He must purchase a *bona fide* motor. A motor cycle with side-car would not come within the meaning of the Order.

4564. You think something could be done in the way of giving a District Inspector a bulk sum and letting him to do his travelling any way he might think proper himself?—Yes, and pension him on it.

4565. I suppose a good many District Inspectors do their duties by bicycle?—Yes, sir, a good many. If you went a distance of twelve miles outside your district you would not be paid mileage. You aren't allowed mileage for a bicycle.

4566. Mr. STARKIE.—Is an officer who has a motor car for several years, and is without a horse, supposed to do mounted duty when required?—I do not know. There is an officer here who is on the motor list, and he knows the regulations.

4567. Mr. HEADLAM.—Could you tell us how long forage allowance is in existence? Is it a very old regulation?—My earliest recollections are of District Inspectors riding, and I understand forage allowance was paid.

4568. Before there was so much facility for communication it may have been necessary to have a horse, but the conditions may have changed?—I have been in districts where there was no means of communication except by horse.

4569. A good many light railways have been built?—Yes. Your headquarters will be on the railway, and the rest of your district may be up mountains.

4570. Mr. STARKIE.—The question is whether all officers are required to act in a mounted capacity?—Well, sir, the system of testing men who come up for County Inspectors is still maintained.

4571. The CHAIRMAN.—As a matter of fact since the reduction of the mounted force officers do not frequently command mounted men, escorts to judges, and so forth?—Travelling escorts are now commanded by sergeants.

4572. Mr. STARKIE.—Officers from the ranks have still to undergo training in riding?—Yes, sir, still.

County Inspector WILLIAM IRWIN examined.

4573. The CHAIRMAN.—What is your county?—Cavan.

4574. Your headquarters town?—Cavan.

4575. How long have you been there?—Three months.

4576. How long have you been County Inspector?—Three months.

4577. What is your service?—38 years.

4578. Now perhaps you will take the subjects in the manner in which you wish to give evidence?—Yes, sir. I took the trouble to collect statistics from all the counties in Ireland through the County Inspectors of the different counties, a large town, a small town, and a rural station being included in the list for each county. I have the different retail prices here if you require them. They work out at an

average of 25 per cent. increase. I got those prices for the month of January, 1901 and the month of January of the present year, and a comparison of the two months shows an all round increase of 25 per cent. I could give you the items for the counties of Antrim, Armagh, Cavan, Carlow, Cork (West Riding), Clare, Donegal, Down, Dublin, Fermanagh, Galway, Kerry, King's Co., Kildare, Kilkenny, Limerick, Londonderry, Leitrim, Longford, Louth, Mayo, Monaghan, Meath, Queen's Co., Roscommon, Sligo, Tipperary, Tyrone, Waterford, Westmeath, Wexford, Wicklow.

4579. Now is there any one in particular you would like to give us?—None in particular.

4580. Supposing you give us Londonderry?—I have

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County Inspector WILLIAM IRWIN examined.

[Continued.]

Derry City, but the other returns in that county are summarised more or less by the County Inspector of that county.

4581. What do you mean by summarised? The reason I ask you for Derry City is that we have rather contradictory accounts as to that city. One witness told us here he was never better treated than in Derry City when he went there on detachment duty, and another said he paid enormously?—These are the figures :—

	1901		1914	
	s.	d.	s.	d.
Coal per ton, ...	18	0	25	9
Paraffin, ...	0	8	0	10
Soap, per stone, ...	2	9	3	0
Oateu Meal, per stone, ...	1	8	2	6
Sugar, per stone, ...	2	0	2	4
Milk, per qt., ...	0	2½	0	3
Cheese, per lb., ...	0	9	0	10
Beef, per lb., ...	0	9	0	10
Mutton, per lb., ...	0	9	0	10
Bacon, per lb., ...	0	9	1	0
Eggs, per dozen, ...	0	11	1	3
Flour, per stone, ...	1	8	1	11
Bread, per 4lb. loaf, ...	0	4½	0	6
Butter, per lb., ...	1	0	1	4
Tobacco, per oz., ...	0	4	0	5

4582. The CHAIRMAN.—Perhaps you will pass from the comparison of prices, as we have had a good deal of evidence from all parts of Ireland?—Well, sir, evidence has been given to you as regards allowances. The house I occupy at present in Cavau costs £65 a year rent. That house has been occupied by a number of County Inspectors.

4583. Mr. HEADLAM.—Is that an increase in the rent formerly paid?—No, sir, it was occupied by Mr. Reeves, Mr. Rodgers, and Mr. Scott at the same rent. I endeavoured to get it lower but I could not.

4584. Mr. STARKIE.—Is it a terrace house?—Yes, with a small garden behind. Of course, the rent allowance in such a case is inadequate. I entirely concur with Mr. Molony as regards the different prices charged for house rent. I lived in Newry for about nine years. I paid £45 a year house rent, and I was allowed £40. As regards duty performed, I sometimes left my house at 9 in the morning and did not see it again until 12 that night. Of course you know what duty in a northern town means. The duties at Bray are not at all typical of the duties to be performed in these stations. Passing on to pensions for widows and children, I have occupied the different ranks in the service, and prior to my promotion to the rank of District Inspector if anything happened to me my wife and children were entitled to a certain pension. After my promotion they were entitled to nothing. To meet that I effected an insurance which is rather heavy—£50 a year I have to pay.

4585. The CHAIRMAN.—At what age did you insure?—I insured when I was promoted first, and then on a second occasion later on. There are very few County Inspectors or District Inspectors who are not similarly circumstanced as regards insurance.

4586. Mr. HEADLAM.—That is common all through life. Most people insure?—Yes, sir, but with civilian employers if anything occurs they usually help the family along, but with the Government such cannot be done.

4587. The CHAIRMAN.—What do you propose as regards pensions?—We ask that pensions be awarded to the widows and children of officers who die while serving, or a year after. We ask that, and we hope to get it. As to pay, I consider there is an increase required in all ranks of officers. The present pay is insufficient, and I consider an increase of 20 per cent. moderate in consequence of the cost of the necessaries of life having gone up 25 per cent.

4588. Do you generally concur with the statement made by Mr. Molony?—I fully concur with the statement made by District Inspector Molony.

4589. Now as regards allowances, have you anything to say about that, apart from house rent, about which you have spoken?—As regards allowance I agree with what Mr. Molony has said. The allowances for

forage and servant are barely sufficient for their purpose, and in some cases they do not cover the outlay.

4590. It was suggested to Mr. Molony that it might not cost more nor so much, and it might be an advantage to officers to have a travelling allowance instead of horse and servant allowances?—I do not agree with that because districts vary in size and conditions. An allowance that would be sufficient for a small district would not be sufficient for a large district, whereas you have your horse at all times. I have served in a district where there were three bad outrages in one morning.

4591. Mr. STARKIE.—It was intended that there should be an allowance for each district.

The CHAIRMAN.—An allowance computed on the travelling an officer under ordinary circumstances would carry out in that district.

4592. Mr. STARKIE.—It would be fixed in the same way as a County Inspector's allowance is fixed?—You cannot tie down a District Inspector to that. He may have to visit half a dozen scenes of outrage in one month, and attend to a thousand and one things.

4593. The CHAIRMAN.—As to motor allowances?—They are allowed to draw forage allowance and no more. I was speaking about pensions. That is a matter that strikes the married officers keenly. Mr. Molony asked that we be put on the same footing as military officers. I agree with that, and I also agree with him as to giving a grant to promoted officers. An officer promoted used to get £60; it was then reduced to £40, but nothing has been given since the introduction of the "P" system.

4594. There was an allowance at one time?—Oh, yes, as much as £60 from the Constabulary Force Fund.

4595. Mr. HEADLAM.—That was paid to an officer promoted from the ranks to the position of District Inspector?—Yes. It was afterwards reduced to £40.

4596. Is no allowance paid at present?—No.

4597. It was reduced to £40, and then abolished altogether?—Yes. It was a grant given on the basis of good service rendered.

4598. Do you know why it was abolished?—Well, I think the Fund was not able to keep it up. It was owing to want of money, and the Treasury did not step in to fill up the deficit. Now to come to the important item of education: most of us are married men, and my experience is that all officers, except they have private means, feel the pinch of providing education for their children. An officer cannot educate his family, if he has four children, at anything less than £100 a year.

4599. The CHAIRMAN.—That, of course, is one ingredient in the application for an increase of pay?—Yes. In fact it cannot be done at present except some other thing is dropped.

4600. Mr. HEADLAM.—Do you think it is as hard for officers appointed on the ordinary system as for officers promoted from the ranks to educate their children?—I am perfectly satisfied it is at present.

4601. An officer promoted from the ranks at the time he had to educate his children would be drawing a lower salary than an officer appointed in the ordinary way, who by the time he had children to educate would have reached a much higher salary?—That has to be considered. The officer promoted has long service and his children are grown up, to a certain extent. An officer who commences as a cadet marries after two or three years. If he has no private means when the family comes along, it is as hard or harder on that man.

4602. There is no limitation on officers as to marriage?—No, except that they must be three months serving in their districts before they get married. I think for all officers the question of education is a burning question. Another question is as regards medical attendance on the families of officers. A medical attendant is provided for the officer himself, but not for his family.

4603. The CHAIRMAN.—The doctor does attend the families of men lower than the rank of officer?—He has to attend the families of the men and supply medicine free of charge. He has only to attend the officer and has nothing to do with his family.

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County Inspector WILLIAM IRWIN examined.

[Continued.]

4604. Does he supply medicine to the officer?—The officer usually supplies his own medicine. I do not require much of it.

4605. The medical attendant receives an allowance for the officer just as he does for the men?—Yes, sir, the same allowance, 2/- per month.

4606. Mr. HEADLAM.—Do you happen to know what is done in the army, whether an officer of the R.A.M.C. attends to the children of officers?—He does. I often saw the doctor in Newry attending to the families of officers when ill, and I think the same obtains in Cavan. I heard a remark by way of question to another witness from Mr. Headlam about a District Inspector promoted from the ranks. A promoted officer is put in the position of an officer and a gentleman and he is supposed to keep up to that position. He must keep a good house and live up to his position, and if he does not do so he should never have been put there at all. When put there the Government should give him the means to live. That is my contention. I have summarised the County Inspector's ordinary expenses, and I think it would take £700 a year to live as executive officer of a county. I pay £65 a year rent, and about £30 a year for fuel and light. As for the upkeep of his horse and wear and tear of his car and harness a County Inspector will have nothing out of the £50 allowed for a servant. Of course, more than one has to be kept. I pay 14/- a week at present, and I would not get a man for less in Cavan. Then there are one or two others. A maid is required for the children, and a cook is generally required. Recently in Cavan a girl advertised, and she fixed her salary at £20 a year. I wished to secure her and send her on by the next train to another County Inspector, but she was already employed. She had about 30 letters from other places. She accepted a Dublin situation. She was a servant in a decent class public-house in Cavan. Well, I put down for servants £69, and I put down for housekeeping £200, and it cannot be done for less than that. There are also subscriptions, which I put down at £15, as you must subscribe according to your position to local things. As to the clothing of the family—I am taking a family of four—you will not be able to clothe them for less than £12 a year each on the average. Then you have to send boys to College or High School, and that would cost £100 a year. There is the question then of insurance, which is a pretty heavy one, and which I put down at £50.

4607. The CHAIRMAN.—What does all that come to?—For sundries I put down £18, and the total works out at £700. The net pay of a County Inspector would be about £480, after deductions for income tax, Queen's Jubilee Fund, mess subscriptions, subscriptions to our band, and various other subscriptions peculiar to the Force.

4608. I presume that your calculation of £700 a year is made very much upon the suggestions of Mr. Molony as to increments and pay?—It was made before I heard or met Mr. Molony.

4609. But examining the two you find that they come pretty well together?—As a matter of fact my list was made in Cavan. I base it on the rate I should live at there if I lived up to the position I occupy.

4610. Mr. STARKIE.—The maximum pay and allowances of a County Inspector at present appear to be £623 on the figures given by Mr. Molony, leaving out good service pay, but including the allowances for forage, lodging, servant, and for office and stationery?—You have to keep two fires and light going in the office, and to pay a servant to clean up the office.

4611. Mr. HEADLAM.—Where is the County Inspector's office as a rule?—In the barrack. Of course I base this cost on the necessities of life on present prices. They have gone up 25 per cent. We ask for an increase of 20 per cent., and I adhere to that.

4612. Mr. HEADLAM.—Supposing the prices run down as they did after 1882?—My experience is that you seldom find them to go down as regards retail prices. The Board of Trade prices are for large quantities, and do not apply at all to country places. In parts coal is £1 18s. a ton at present, and cartage has to be taken into consideration.

4613. The retail prices given in evidence in 1882 were just about the same as given before this Committee. If you base the claim for rise of pay on increased prices and they went down you would have to find some other cause for an increase?—I was alive in 1882, and the prices were not so high. Unfortunately I am at the wrong side of 50, and I have long experience in the Force.

4614. You have not very much experience as County Inspector?—I have experience of every rank in the service up to that of County Inspector. A County Inspector has important duties. I served in Listowel and had charge of 13 sub-districts and 180 men. I served in Castleisland when it was in a most disturbed state. I had charge of Ennistymon district for 8 years, and I served in Newry, an important district, for 9 years. In these stations there is hard and continuous work. As regards recruits I have long experience, and I say the class of recruits are not the same at all now. I have been trying to get recruits. In one case I had the fireman of a train on the register, but the Great Northern Railway gave him a shilling a week more and he would not go into the Constabulary. A good many of the candidates are practically unfit for the Force from an educational point of view. There are men now registered as 1st class who would not be registered 2nd class before. I have seen 17 words mis-spelt in a test piece of 100 words, and that by a man who had been up a few times. I have heard Mr. Headlam make a suggestion about getting labourers for the Force. Even the farmers' sons are deficient in education.

4615. You think the standard of education has not risen?—Not as regards recruits. I am satisfied that on the average we are not getting the same class of recruits that we did. At present you have to recruit half the officers from the ranks, and it is necessary to get a good class of recruits to select from. The Treasury must make provision somehow to get them. This country is entirely different from England, so far as police work is concerned, and I know England. On the retirement of Colonel Lindsay I was an applicant for the Chief Constableness of the county of Glamorgan. The commencing salary was £400, rising to £600. I was second, and after that I was offered the Superintendentship of the Borough of Cardiff by the Watch Committee. I consulted my then Inspector-General, and he advised me to remain in the Force.

4616. What was that worth?—It was worth £250 at the time, with an allowance of £200 a year as Inspector of Weights and Measures, and an allowance of £50 as Inspector of Explosives.

4617. That is £500 a year?—Yes.

4618. Why did you not take it?—Well, I didn't like to leave the Force, and I will not like to do so when I have to retire on pension. I would not leave it at this moment if I got £100 a year more in England. An Irishman likes his native soil.

District Inspector THOMAS SHEEHY examined.

4619. The CHAIRMAN.—You are a 2nd Class District Inspector?—Yes. I was promoted from the ranks.

4620. Where are you stationed?—At Macroom.

4621. How long stationed there?—Four years and four months.

4622. What is your service?—My entire service is 21 years and 4 months.

4623. What was your service when you were promoted?—I was promoted at 6½ years. I was sergeant at 8 years 10 months; head constable, 13 years 4 months, and a District Inspector in 17 years.

4624. That is almost a record promotion?—There are few that are better.

4625. Now, would you just tell us in the order in

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District Inspector THOMAS SHEEHY examined.

[Continued.]

which you desire to place the case of the officers before the Committee?—Well, you have had such a large quantity of statistics that I do not purpose putting in any. By way of a change I purpose dealing with a concrete case, that is my own case. I am a married man, with a wife and eight children, under twelve years of age, and I will show you what it costs me to live. I have the items here.

4626. Is Macroom a large place?—The population of the town is 3,039, and the district is over 18,000, and the area 237 square miles.

4627. Would the expense of living in Macroom be fairly typical of ordinary country districts?—I think so.

4628. Neither more nor less expensive?—Not less expensive.

4629. Mr. HEADLAM.—There is no particular reason to make it more expensive?—No, but it is 24 miles from Cork.

4630. The CHAIRMAN.—Give us the items in bulk?—Very well, sir. The sum total of what it cost me to live last year is £240 8s.

4631. Did that include house rent?—It did not, sir. The total might appear large, but when you divide it over eight children it is little enough.

4632. Mr. HEADLAM.—What is your salary now?—£165. That shows you a balance on the wrong side of £75 8s.

4633. Does that £165 include your servant's allowance?—It includes no allowance but actual salary.

4634. The CHAIRMAN.—What is your house rent?—My allowance for house rent is £35, and the rent I pay is £46. It is the only house available there for an officer.

4635. Mr. HEADLAM.—Was the rent raised on you?—No.

4636. The CHAIRMAN.—Is that £11 difference between your rent allowance and what you pay counted in the £76 deficit?—No, sir.

4637. So that would be a deficit of £87?—No, sir, I have made my allowances cover it.

4638. That is, you make your three allowances—for servant, forage, and house rent—cover it?—Yes; I have economised to make ends meet. I will hand in the paper giving the items if the Committee so desire. As regards the standard of living, there is one thing that must be agreed upon, and that is that the country was never so prosperous as it is now. Every decent farmer and shop-keeper in the country who can afford it is giving his children a secondary education.

4639. If he has the opportunity. I have heard it stated that there is not much opportunity of getting secondary education?—The man who can pay for it can send his children away.

4640. Do a great number send them away in your district?—They are sending them into Cork, and they come home at the week-end, and they also go to Dublin and other places. I suggest that it is this very prosperity of the country that makes the position of a Royal Irish Constabulary officer inferior to what it was 20 or 30 years ago. Money is of less value, and the amount of his pay has not increased. Regarding the standard of living there are many more ways of spending money now than there were formerly. There are more places of amusement. Every place you go you have Picture Palaces, and the children of shop-keepers and others go to them, as the pictures are a means of education. The children of officers of the Royal Irish Constabulary must also go to these places. There are many channels in which money is spent now that were not heard of years ago. To keep pace with the times a great number of Royal Irish Constabulary officers have to provide themselves with motor cars; and I think the time is coming when for the sake of appearance every officer who wants to keep up the dignity of his rank must get a motor car, and incur the additional expense incidental thereto, whether he is able to afford it or not. Now, sir, with regard to reaching the maximum pay at an earlier service age, this is a matter which keenly affects the promoted officer. At present it takes an officer 13 years to reach 1st Class rank, and 25 years to reach the maximum pay of a District Inspector.

4641. Mr. HEADLAM.—These are the average figures?—Yes.

4642. You got these from the Constabulary list?—Yes, I have taken the average service age of the last 40 head constables promoted District Inspectors. The average was 24 years, and that would give an average service after promotion of 16 years, when 40 years' service would be completed. Assuming he joined about 20 that would be the same thing.

4643. Do they allow him to reach 65?—No, sir, an officer must retire when he has served 40 years, or reached the age of 60. In exceptional cases he may be allowed to stay on, but as a rule he goes at 60. It often happens—it happened to Mr. Leonard, District Inspector—that he has to retire on the 2nd Class list. The best a promoted officer can hope to do is to reach the £225 standard, the minimum of the 1st Class.

4644. Mr. STARRIE.—A considerable number of promoted officers are far above the minimum salary of the 1st Class?—At present there are 20 promoted officers in the 1st Class, and 6 of the 20 have completed 40 years' service, and are entitled to be retired, so that there are really only 14.

4645. Are they 60 years of age?—I presume they are after 40 years' service.

4646. There are about a dozen in the £250 a year class?—These are not promoted officers.

4647. Yes. There are Mr. McHugh, Mr. Ross, Mr. Dowling, Mr. McMahon, Mr. O'Rourke, Mr. Roe, Mr. Hussey, Mr. Keaveney, and so on. They are all in the £250 1st grade?—Well, there may be cases. I don't think there is an officer in the £275 rank who has been promoted. Some of those officers have over 40 years' service, but are left on by the grace of the Inspector-General. I agree with what Mr. Molony suggested when he was examined, before the last witness, as to increments and the periods being freed so as to enable a District Inspector to reach his maximum at 19 years' service, so that when a man was going out he would have something decent for pension. At the time a head constable is promoted his family are grown up and want to be educated. That is the time he feels the insufficiency of pay very keenly. Not only is his pay small, but he is after incurring considerable expense for uniform and horse and all that on promotion, and anything he had previously saved is taken away.

4648. Mr. HEADLAM.—You were able to save before you were promoted then?—Well, yes.

4649. That was before the rise in the cost of living?—At the time I was promoted, I had saved £73 in the 8 years I was a non-commissioned officer. I incurred an outlay of £220 on my promotion—£63 1s. for uniform, £7 10s. for boots, £27 10s. for horse, £27 for car, £4 10s. for saddle and bridle, £9 for harness, £4 entrance to officers' mess at the Depot, £62 1s. for extra furniture, £16 for extra clothing for my family, making a total of £220 12s. I got no allowance, for there was no grant at the time.

4650. That was three years ago?—Four years ago now, sir. As regards house rent, I suggest that house rent ought to be the same for all classes of District Inspectors. A 3rd class inspector may succeed a 2nd class inspector, for instance, and as a rule he gets the same house, and his pay is smaller. There is another matter which I have been asked by some officers in the country to touch on, and that is an alteration in the method of calculating pensions. At present unless an officer is three years in the class his pension is calculated as the average pay for the preceding three years. What has been suggested is to give a District Inspector of the 1st class a pension on the pay he was drawing at the time of his retirement.

4651. The CHAIRMAN.—Of course, you have heard the distinction that was drawn between promotion from rank to rank and increases according to the ordinary incremental terms?—Yes.

4652. From 2nd to 1st would be from rank to rank?—Yes, from class to class.

4653. Mr. HEADLAM.—You mean that if a man has in his last three years' service been two in the 2nd and one in the 1st, a man should be pensioned in the

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District Inspector THOMAS SHEEHY examined.

[Continued.]

actual salary in that class at the time he is pensionable?—Yes. As regards pensions for widows, this is a matter which we feel very much. It has been found from statistics that the number of officers who die in the Force are very few. At the same time it is always a nightmare to many officers, particularly promoted officers. As I pointed out, a head constable receives his promotion rather late in life, and if he has insured at all up to that time his insurance is very small. With the financial strain that is put on him by his promotion he is not able to insure sufficiently to make provision, except a very meagre provision, for his wife and family. That affects all officers undoubtedly. We all agree with Mr. Molony with regard to being put on the same scale in this respect with Army officers. We are quite satisfied that there should be some provision made.

4654. You found it necessary to increase your insurance when promoted?—I was insured first for only £200, and all I was able to do was to increase it by £300.

4655. Of course, at much higher premium?—Yes. My annual premium is £16, and I find it very hard to do that. Now, sir, with regard to pensions, I have got a proposal here from the Star Insurance Society. The pension of a 1st class District Inspector, a promoted officer in the lower grade, with a salary of £225, would be about £200 roughly. I asked the Star Insurance Society what annual premium should be paid by men of, say, 20 years next birthday to entitle him to an annuity of £200 at the age of 60, and this is their reply:—"In reply to your inquiry, the annual premium to secure a deferred annuity of £200 per annum, commencing at the age of 60, on a male life, whose age next birthday will be 20, would be £29 12s. If at the age of 60 it was desired to take a cash payment in lieu of the annuity, the amount of such payment at that age would be £2,224." Now, sir, paying £29 12s. for 40 years, he would have £1,184 paid in, and for that, if it was intended to take cash, he would get £2,224, or if an annuity was intended £200 a year, so that if an officer's pension is regarded as deferred pay an officer 39 or 40 years on the list would be entitled to £2,224; but if he died his family loses it.

4656. The CHAIRMAN.—Would that company give

you the choice of taking either?—Yes, either the annuity or the capitalised sum.

4657. Of course, they do not give you particulars of what the capitalised sum would be at any of the intervening periods?—No, I didn't ask that; but it would be something proportionate. They give compound interest on what you have paid in at any period.

4658. Mr. HEADLAM.—At present you get two-thirds pension after 40 years' service?—Yes.

4659. You know the change made in the Civil Service by the Superannuation Act of 1909, by which pensions in the Civil Service were reduced from one-sixtieth to one-eightieth of their salary, and a lump sum given to them, or their representatives if they died. Would that be an improvement in the case of the Constabulary—a smaller pension and a lump sum?—It depends on individual ideas. I have heard many officers say they would be very glad to have the option.

4660. When a Civil Servant dies a lump sum is paid to his relatives, whereas under the old system nothing at all happened except that the pension lapsed. Would that be a good system in the case of the Constabulary?—I have not considered it. It might do away with some of the difficulty with regard to the widows.

4661. Have you anything to say about increase of duties?—I have nothing to say except that I quite concur with what has been already stated.

4662. Since you have been promoted have you been able to take advantage of the annual leave?—Yes, except for last year.

4663. The CHAIRMAN.—Macroom is an ordinary district as regards duties and crime?—Yes.

4664. It is not disturbed?—Nothing exceptional.

4665. Do you do any night duty?—Well, almost 12 nights in the month.

4666. Night patrol?—Yes, sir.

4667. And night inspection?—Well, exclusive of night inspection. That would be almost four in the month.

4668. How many stations?—Seven stations and two posts.

4669. And the Force?—A head constable, seven sergeants, and 43 men. At present there are 50 extra men in the district on account of an outbreak of foot-and-mouth disease there.

District Inspector WILLIAM C. F. REDMOND examined.

4670. The CHAIRMAN.—You are a 1st class District Inspector?—Yes.

4671. How long have you been in the service?—18 years.

4672. How long have you been in the 1st class?—I could not say without the list.

4673. Mr. STARKIE.—1908?—Yes, I think that is so.

4674. The CHAIRMAN.—You are stationed in Belfast?—Yes.

4675. How long there?—8 years.

4676. Now will you just go on and tell us what you desire to bring before the Committee?—I join with the officers of the Force in asking for a rise of pay for the reasons given in the Memorial and schedules, and in doing so I concur with all that District Inspector Molony has said.

4677. Mr. HEADLAM.—Are all the officers of the Royal Irish Constabulary joined in this Memorial?—I think so. The first thing I was directed to bring most particularly before you was the part that is referred to in the final clause of the Memorial—pensions for widows. Officers stationed in the North of Ireland, and in Belfast in particular, feel this matter more than the others. I do not wish to say anything here that would be of a political nature; but I just want to refer to the state of things that is known to exist in the North, and particularly in Belfast, and to mention the recent repeal of the Peace Preservation Act. I think in the 1901 Commission some of the Committee said that the risks that the police in Ireland ran appeared to them to be proved by statistics to be rather less than in England. I do not think under the present circumstances that can now be held. We in the North feel this matter so much that, having regard to the neces-

sary delay in the results of a Commission of this sort, we would like to suggest that some temporary arrangement should be made by insuring the lives of the officers until the results of the Commission are made known.

4678. Mr. HEADLAM.—Is there no power at present for the Government to award compensation to the widow of an officer killed in the exercise of his duty?—I do not know of any.

4679. You never heard of a case in which such compensation was awarded?—No, of course, they might deal with a particular case in a particular way; but I have no knowledge of any case occurring. We have nothing of the sort to look forward to with any certainty at present, and we feel that our pay does not allow us to make as adequate provision by life insurance as we would like. While pressing that point, I concur with all that Mr. Molony has said. We would like to be dealt with in the same way as other services are dealt with. Not only in the case of the Army, but in many Government services the widows and children are looked after, and Banks and even big commercial Corporations who are competing in the open market look after the widows almost as generously as is done in the Army.

4680. Do you happen to know of any Bank which pensions widows?—The Bank of Ireland and the Belfast Bank.

4681. Do they give pensions to the widows?—Yes. They are particularly generous I believe in the Bank of Ireland. I forget where I got the particulars but I think it was from one of the Bank officials. The grant to children is sometimes increased up to £25 under special circumstances; that is, if a child shows

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District Inspector WILLIAM C. F. REDMOND examined.

[Continued.]

particular aptitude for a particular course of study they may increase the grant for the special education of that child. I joined the Force in 1896. I do not want to go into all this matter of increased cost of living, you are so bored with statistics as to the increase of prices. Since 1896, the cheapest year, there has been a considerable increase in prices.

4682. The CHAIRMAN.—Where were you before you went to Belfast?—In Maryboro' Queen's County, Galway West, and in Clare. There was a suggestion made, and it appears to be admitted, that the prices now are about equal to 1882, and that it is possible they might decline again, as they did from 1882 to 1896, when we reached the minimum. I think the factors that caused the increases since 1896 appear to be such that it is almost impossible that they should ever decline again in the way they did from 1892 to 1896. Government legislation, the recognition by the Government of the broadest principles of trades unionism, and the better organisation in trade, together with the rise of prices that trades unionism has affected, seem to put any possibility of decline out of the question. Trades Unionism has caused the establishment of a minimum wage.

4683. Mr. HEADLAM.—You do not think anything is to be expected from co-operative production?—No, because any connection with trades unionism would probably mean a further increase in wages. In periods of bad trade, what was formerly called a commercial slump is now being prevented by the better organisation that has taken place in each trade. For instance, Belfast immediately goes on short time to prevent over-production, and the same occurs in Lancashire. Even in the freight market, which rules the probable prices, the same thing is resorted to. At present, freights having gone down to some extent, 60,000 tons of shipping is lying up in the Tyne to prevent a further slump.

4684. There are equating factors which would prevent the swing of the balance going so far each way?—That is what I meant.

4685. At any rate, these things are merely a matter of opinion in any case?—It would be impossible to prophesy with certainty. During the period since 1882 the salaries of practically all positions have been raised. The Belfast Bank officials since 1893, have had their salaries raised in two increments of ten per cent. As regards commercial increases of salary, I went to the managing directors of two large well-known firms. I will give you the letter of one of them in reply to my queries. The letter stated that the salaries depended on the ability and suitability of the individual, but that there was no doubt that the salaries all round had risen by nearly fifteen per cent. since 1882. Of course, in that case there is no fixed level or rate. The other was a director of a large linen firm also. He confined himself to particular instances. A manager of a department, who had control of 45 to 50 female workers, 15 years ago had a salary of £200; to-day he gets a salary of £300. The manager of another department, in which there are about 50 to 60, mostly girls, got a salary of £250 15 years ago, and he now gets £375. A man who manages another department, looking after valuable goods and fixing the prices, 15 years ago got £110, and now he gets £350. That department may have increased and he may have been a good man. The manager of a branch factory, who, 5 years ago, got £500, now gets £600. That is all I have to say in support of the general case as to the cost of living and the increased standard of wages.

4686. Do you say anything about the standard of living?—I would like to say a lot. That is where we are hardest hit in Belfast. As to the Commissioner's position, his salary is £600, and he is in command of 1,400 men. His allowance for a house is £80. His position as compared with commanders of forces of smaller size in England is given in the schedule.* The Belfast District Inspectors draw the ordinary pay of the rank in the Royal Irish Constabulary, but he gets £50 a year lodging allowance. I do not want anything I say to refer only to Belfast officers; anything I say refers to the whole Force, but Belfast happens to be the best illustration of the high standard of living in Ireland at present. The allowance of £50 a year for

lodging is the only difference between Belfast officers and the officers in the country. There are two small allowances possible to District Inspectors in Belfast—£45 a year allowance to the second in command, or head of the detective department, and £25 a year to a District Inspector for Weights and Measures duty.

4687. The Inspector does Weights and Measures duty there?—Yes.

4688. Does that occupy his whole time?—No. I look after Inspectors.

4689. How much time does that take?—I have to visit the office every Friday, and I have to look after the Inspectors. Then I am responsible for all the prosecutions, and have to go into all the cases, and once a year verify the standards in the usual way.

4690. The CHAIRMAN.—At any rate, two officers out of seven have this small allowance?—Yes. The extra expense of living in the city is recognised in the case of the men by 2/- a week Belfast allowance, and an extra 1/- a week lodging allowance, which, with 6d. a night for night watching from the Corporation, would bring the total increase of his pay to £10 1s., or equal to 14 per cent. on a constable's pay of £70 4s., that is a constable of over 15 years' service. I would be drawing £40 lodging allowance in the country instead of the £50 in Belfast.

4691. Mr. HEADLAM.—You get £10 a year extra?—Yes, or 3 per cent. increase. On all of us in Belfast—particularly the married officers—the extra expense of living presses very heavily. As a result of that in November last year, having obtained the permission of the Inspector-General, we drew up a memorial but we did not go on with that, as we felt that this Commission was the proper place to bring our position under notice. I would like to hand in a copy of this memorial.

4692. The CHAIRMAN.—If it presents the case that exists to-day, you may as well read it?—It does not present the case, only I want it understood that it was before the Commission was arranged that it was prepared. On that memorial a schedule was attached showing the amounts for life insurances, personal expenses and rents, and showing that the allowance of £50 does not generally cover the house rent.

4693. Mr. HEADLAM.—Can you give us the figures as to rents in Belfast?—Yes.

4694. And show where there has been any increase recently?—The rents and taxes paid by the different officers are £47 10s., £51 13s., £69 10s., £70, £45, £51.

4695. Has house rent risen in Belfast?—The Board of Trade shows it has not.

4696. I want to know what about better class houses?—The political situation for the last few years has stopped building, and until there is another building boom the rents have gone up 10 per cent. I went into the house in which I am now at a rent of £50, but to get a lease I paid £55, and if I had to leave it, I have no doubt they would get £60, as the rents are going up. I have a list here—an ideal one—based on the necessary expenses of a man who has had 17 years' service, and with a small family whose education would be cheap, and with one general servant, and I do not see how he could live under £350 a year in Belfast. In that calculation I include the £50 allowance for a horse, but I am not including the servant in the £350.

4697. The CHAIRMAN.—You are including a domestic servant?—Yes.

4698. Mr. HEADLAM.—In Belfast do you keep a horse?—I keep a motor car.

4699. Do most of the District Inspectors keep motor cars?—Five. A motor car is decidedly useful, as I have found.

4700. The CHAIRMAN.—I suppose a first-class officer would require to get a little bit outside the town if he wanted to preserve his health?—Yes.

4701. Mr. STARKIE.—What did you say your pay was?—£250 a year, and that is with 17 years' service: while giving my evidence with reference to Belfast, we feel that the increased cost of living is felt by the whole Force, and we would like to join with the other officers in the demand for increased pay.

* Vide Appendix XXX.

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[Continued.]

4702. Are you suggesting a special rate of pay for Belfast?—Special allowances for the extra cost of living in the city. I am not speaking of pay, but allowances.

4703. The CHAIRMAN.—You say that the constables at present get 14 per cent., and you get 3 per cent.?—Yes.

4704. Mr. HEADLAM.—Do you suggest increased lodging allowance?—I would suggest city allowances.

4705. Belfast allowances?—We really do not mind what they are called if we get them.

4706. You have drawn a distinction between Belfast and other places in Ireland?—Yes, except Dublin, and there is a difference between Belfast and Dublin. I think there is generally a higher standard of living in Belfast than in Dublin. Though Dublin is the capital of the country, with a large number of officials and heads of professions, it has not, between what you would call the gentry and commonalty, an intermediate class. Dublin has no big commercial community like Belfast.

4707. The standard of living in that class has risen?—Yes.

4708. They are making more money and spending it?—Yes.

4709. And the Constabulary officers have to keep pace?—I do not think we could attempt to keep pace. The standard of living and the prosperity has got very much higher within the last 10 or 12 years, as compared with the period before that from 1882, when pay was last revised. Another reason why we ask for special consideration in Belfast is because of the arduous and responsible nature of the duties. The average number of men under a District Inspector in Belfast is over 170.

4710. How many head constables and sergeants?—In my district there are 6 head constables, 31 sergeants, 13 acting sergeants, and 200 constables, making a total of 250. The crime dealt with in Belfast by the returns just completed is as follows:—1,636 persons were dealt with for indictable offences; 6,220 persons by arrest, and 15,542 by summons.

4711. In 1913?—Yes.

4712. The CHAIRMAN.—Were the summonses all at the suit of the police?—Yes. These figures give a total of 23,398. The previous year it was about 1,000 under that. It goes on increasing as the city increases. The indictable offences are down, but the usual amount of small crime in a city is pretty constant. Now with regard to the personal responsibilities of officers in connection with these offences, one officer is present every day at the custody court to supervise the prosecution of all the arrest cases.

4713. That is cases of ordinary crime?—Yes, custody cases, and by a recent order he must prosecute in all the indictable cases.

4714. What sort of person does that in English towns?—They generally have an official solicitor like in Dublin. In Belfast two solicitors are paid by the Corporation for dealing with all summary cases. They receive £400 a year for the work they do, and are also allowed to take outside employment. It was only a few months ago that this prosecution of indictable offences was placed in the hands of District Inspectors.

4715. The CHAIRMAN.—Does the District Inspector, whose duty it is to attend court, prosecute in the case of indictable offences for another district?—Yes, but originally we were all to do it for our own districts, but now one District Inspector does it for the lot.

4716. Mr. HEADLAM.—One District Inspector is in Court for the day?—Yes. Very often it works out at two days in the week in normal times. We are doing it at present.

4717. You are doing what is done by a solicitor?—Yes. Every summons comes before the District Inspector. We have to decide ourselves on every case whether it is a proper one for summons or not, so as to guard against malicious prosecution or careless prosecution, which means that we have to look after every prosecuted case. Well, then, the office work is naturally pretty heavy in such a big district. We are very fortunate if we do not have to go back in the afternoon after spending the morning there up to 1 p.m., as we very often have to do in Belfast. Every band, excursion, football match, and meeting has to

have special arrangements made for it. Police work in Belfast cannot be compared with that in an ordinary English city where everyone is prepared to obey the law. With two factions in Belfast each has to be confined to its own quarter. Anywhere the route of a procession approaches the other quarter we have to get in between.

4718. In some offices it is found that forms accumulate, and become unnecessary. Do you think there is too much filling up in the way of forms?—In Belfast we have a great many of these forms, but they are a great safety as a record of police precautions. They are the things that we, as officers, would have to stand over if there is any trouble afterwards.

4719. The tendency is for offices to accumulate unnecessary forms?—There may be a few cases, but nothing to complain of. There is a good deal of office work, but you cannot help it. If arrangements are to be made for the safety of the peace in a district details of the arrangements are sent to the Commissioner. Two people must approve of that form before it is finally put into force. Then it comes back to the District Inspector, who is responsible for seeing it carried out. During the summer months there is duty on the streets with regard to excursions of all kinds, Sunday schools need just as much care as anything of a political nature. These excursions are almost constant in the summer, and we often have to remain on duty very late.

4720. The CHAIRMAN.—That is 11 o'clock?—11 o'clock is quite early; it is generally after 12.

4721. Mr. HEADLAM.—Is that every night?—Only during the summer. During July and August, in the "fever" period, we do it every night. Most of the summer we do three or four nights of that kind of duty a week. Leave during the summer period is generally impossible, and if there is any disturbance that extends beyond the summer. In country districts where it is very disturbed there is sometimes extra allowance or extra pay for extra work. That does not exist in Belfast. No such allowances are given there. Then with reference to the onerous nature of the duties, the most anxious and worrying periods are frequently those when actual disturbances are not in progress, but when party feeling is so bitter or political excitement so intense that the slightest mistake in the precautionary measures or indiscretion on the part of the police would precipitate the evil which every effort has been strained to avert. I have known periods when the actual unavoidable outbreak of rioting has come as an actual relief. Of course, once disturbance breaks out an officer takes charge of his own post, and has to act for himself, keeping as closely as possible in touch with the Commissioner, who is prepared to send reinforcements to his assistance, or if his post gets quiet to transfer him where he would be more needed. But with the large population a very large crowd can gather in a few minutes, and many instances arise where action must be taken at once. All police work is done in the face of a critical and generally hostile public. Recent experiences in Dublin are something like what, unfortunately, Belfast is accustomed to. There was the period of 1907 with its aftermath of rioting in 1909, that was very similar, and of almost equal duration to that in Dublin. There are reasons which have made it advisable to always allow the Belfast police to do their own work without assistance from the rest of the Royal Irish Constabulary. For the past number of years it has become almost the principle that when we cannot control the situation the military come to our assistance. This occurred in 1907 and on other occasions, and there are very frequently each year occasions on which the military are held in readiness in barracks to assist the police. There was something asked about whether the Constabulary duties had increased of recent years. We find that they have in the city.

4722. In Belfast?—Very much so. I think that recent legislation has thrown additional burdens on the police.

4723. Such as?—The Children's Act, for example, means extra work.

4724. The Children's Courts are special Courts?—Yes, special Courts. An officer is generally occupied until 3 p.m. or 4 p.m. in the day in that Court. There are 6 Inspectors under the Childrens Act appointed by the Corporation. They do not need to do anything. Under Section 58 the onus of the work is thrown on the police. In this Act some other person may take action, but as far as our experience goes, they generally do not. They prefer the police to do it. I have known cases where an Inspector has come up to a policeman on duty and directed his attention to a child begging. The child has to be taken into custody, conveyed to a place of safety, brought to Court, to be sent by order of the magistrate to a place of detention, and then produced to be dealt with at the ordinary Children's Court. That Act alone adds a great deal of work.

4725. Is that Act in operation to a large extent?—Yes.

4726. The CHAIRMAN.—What schools have they for these children?—There are a number of industrial schools to which they send them. They are sent to the workhouses first.

4727. Mr. HEADLAM.—It is sometimes alleged that the Act is a dead letter?—There are a good many more cases also where the children are caught begging, and the result is that the magistrates put the parents under a rule of bail.

4728. Mr. STARKIE.—Is there an Inspector, or more than one Inspector, under the Prevention of Cruelty to Children Act in Belfast?—I think there is a considerable number of them.

4729. Don't they prosecute in cases of neglect?—They come to us when they want to prosecute, and we must do the work. We can't get out of it under that section.

4730. In other places they prosecute themselves?—When the police institute cases they come forward as witnesses.

4731. Is there a solicitor employed by the Society in Belfast?—There is a Corporation official who gets £250 a year and allowances.

Mr. STARKIE.—My experience is that a solicitor is employed by the Society. The Inspector of the Society prosecutes parents for neglect or ill-treatment of children, and the police have nothing whatever to do with the cases. They are instituted entirely by the Society.

4732. The CHAIRMAN.—You are referring to the cases in which action is taken to put the parent under some obligatory condition of bail or something else, or where a child has to be committed to an industrial school?—Yes, I was not referring to the Education Act School Attendance officers.

4733. The CHAIRMAN.—But simply to that portion of the Act which deals with cruelty to children, or where children are found under circumstances which justify their being sent to an industrial school?—Yes.

4734. Mr. STARKIE.—In that case the procedure is this—private persons bring under the notice of magistrates a child who is destitute or is an orphan, then the magistrates direct the police to investigate the case, and the police sergeant or constable detailed for that duty makes a deposition disclosing the facts. Is that the case?—Yes, and the cases where any person seeing a child begging in the street brings it under the notice of the constable. Of course, you are quite right. In all these cruelty cases prosecuted by the Society they have their own solicitor, but in the other cases we have to make the usual inquiries. I do not think I have anything more to add except that I would rather like to mention some of the salaries of the people amongst whom we have to live. In Belfast the Town Clerk has a salary of £1,450; the Director of the Technical Institute, £1,000; the City Chamberlain, £1,000.

4735. The CHAIRMAN.—What has the City Chamberlain to do?—He is something like the private secretary to the Lord Mayor. The City Surveyor has £1,000; his assistant, £550; the senior collector of

rates, £450, and the street inspector of scavenging, £450.

4736. Mr. HEADLAM.—These have all been increased in the last 3 or 4 years?—Yes.

4737. And brought up to the figures you gave us?—Yes. Before leaving the city salaries I would like to point out that the Corporation is run very largely by business men, and very well run, two, at least, of the departments showing a very large profit which goes to the reduction of the rates, that is, the gas and the tramways. As a proof of their efficiency the rates in Belfast are 7/6 in the £, as compared with over 10/- in Dublin.

4738. Mr. STARKIE.—That may depend largely on the valuation?—The Valuation Office has gone into that recently. I think that is all I have to say on the wages question.

4739. The CHAIRMAN.—I have only to ask under what conditions a District Inspector is placed when he uses a motor car instead of a horse?—There is no change whatever in the conditions. A District Inspector is allowed to keep a motor car instead of a horse, but he has to be available for horse duty when required.

4740. How will he fulfil that last condition if he has a motor car instead of a horse?—The Inspector-General will detail the officer for duty and would probably select one who kept a horse; otherwise the officer would have to get a horse for duty.

4741. You must have an actual motor car. A motor bicycle with a trailer would not do, but there is no standard of a motor car, only that it must be a respectable one?—Yes.

4742. Mr. HEADLAM.—You heard the suggestion that nothing should be stipulated to be kept, either a horse or motor car, but that the officer should be given an equivalent sum, or some sum, and allowed to make his own arrangements for locomotion?—I doubt very much if any suggestion of the kind would work out from the economy or Government point of view.

4743. Would it be more convenient to the officer if there was any economy?—It would be hard to give any opinion. There is one disadvantage. Over and over again in Ireland it has happened that when an agitation breaks out a sort of boycott of the police immediately arises. Then an officer must depend on his own means of locomotion. That has occurred recently in Galway, where cars could not be got for hire. I think the Government work is more efficiently done as it is at present.

4744. You are bound to have a servant with a motor as well as with a horse?—There is no change whatever in the regulations.

4745. That is a chauffeur instead of a groom?—Yes.

4746. Do you get a chauffeur for the wages allowed for a groom?—I think the officers themselves have some mechanical taste, and the man is kept more for cleaning and looking after it. The thing is optional. An officer does it on his own responsibility.

4747. At any rate he must have a man?—Yes.

4748. Mr. STARKIE.—The suggestion I made was with a view to meeting the convenience of the officers concerned, particularly the officers promoted from the ranks?—Yes. Before I finish, there is one other matter, and that is, that I concur with what Mr. Molony has said regarding the reduction of lodging allowance from the reserve officers for the quarters they occupy at the Depot. It is a small matter, as I think there are only 4 or 5 such officers. The Board of Works gets a rent of £145 for the mess building alone.

4749. Mr. HEADLAM.—After all, the allowance is only intended for private quarters?—The only reason we put the matter forward is because of the extra expense of living at the Depot. If the deduction was only a half, it would meet the extra expense of the officers on reserve. I was never on reserve during my service, but this is a hardship.

4750. The point is, that officers are put to a certain expense which the mere fact of their being given free quarters does not counterbalance?—That is so.

4751. Mr. STARKIE.—You would give them the quarters and half allowance?—That would meet the case.

District Inspector THOMAS MOORE examined.

4752. The CHAIRMAN.—You are a District Inspector?—Yes.

4753. What class?—Second class.

4754. How long are you a District Inspector?—Four and a half years.

4755. What is your total service?—Thirty-two years last month.

4756. Did you succeed in competition under the "P." list?—Yes, sir. I was promoted an acting sergeant off the "P." list, and a District Inspector off the seniority list.

4757. At what period of service did you get your acting sergeantship?—Ten years.

4758. And head constableness?—Slightly under 18 years, sir.

4759. And then what service had you when you were promoted to your present rank?—Twenty-seven and a half years.

4760. Where are you stationed?—Raphoe, County Donegal.

4761. How long there?—Just three months.

4762. What districts were you in as District Inspector?—Easkey, County Sligo. I went there on promotion, and was there until December last.

4763. Now would you let us know in the way you desire yourself, what you want to put before the Committee in support of the case made by the officers?—There has been so much said that I don't think I can say anything without indulging in a great deal of repetition. I will bring only two points forward. The first is with regard to the officers' request for increase of pay, and in this connection I would like to give my experience from the financial point of view since promoted to present rank. I had at my disposal on promotion a sum of £450. Of that I expended £194 on the necessary requirements at the time I was promoted. That left me with £256. Since then there has been a deficit in connection with my necessary living expenses of between £60 and £70 every year, and I have now reached what I might call the breaking point as regards my money. I should like to give you in connection with my annual expenses the actual outlay, excluding food and clothes. For servants, £72 12s. 8d.; upkeep of horse, £44 12s. 5d.; house, £35; fuel and light, £26 11s. 6d.; insurance, £19 3s. 10d.; education, £41 7s. 11d.; subscriptions, £8 10s. 6d., and incidental expenses, my own personal expenses, £12. That makes a total of £259 18s. 10d.

4764. I was going to ask what are the ages of your children?—I have four children, one of whom is provided for. The ages of the other three children are 16, 14 and 11. The girl is 16, and it is in connection with her education that the sum of £41 has been chiefly expended. My gross income, including pay and allowances, is £295, from which, if £259 18s. 10d. is taken, a balance of £35 1s. 2d. is left to feed and clothe myself and my wife and two boys, and to clothe the girl.

4765. In the servant's allowance you are computing for wages and keep?—Yes, for wages and for bed and board.

4766. I forgot to ask what are the subsistence allowances for a District Inspector?—15/- a night when absent a whole night from station, and for the day, if absent over ten hours, 5/-, on certain duties. I am frequently absent nine eleven-twelfth hours, for which I get nothing. That occurs every time duty takes me to Letterkenny. When returning the train unfortunately always arrives five or ten minutes too soon.

4767. I suppose they are very punctual when you are travelling?—I am sorry to say they are, sir. I think perhaps it would be only right to tell you about this £450, that it was not earned by me in the Royal Irish Constabulary. I had £250 of my own and my wife's at the time I was promoted; I got a presentation of £100 from the people of Limerick when promoted, and my brother sent me £100 from New Zealand. That is nearly all gone now, sir. The second point I should like to bring before you, and the question has been already touched on by the witnesses here, is the period of increments, especially in the second and first class. I concur with the suggestions made by Mr. Molony. In support of this I should like to read extracts from letters received from various officers. One officer writes:—"I hope you will press for the reduction of

time to be served in the first class before attaining the full pay of the rank." Another says:—"If we could only reach the senior grade in first class in a reasonable number of years before leaving the service we could live." A third writes:—"There is one thing I think you should put forward strongly, that is, that an officer should reach his maximum pay much sooner than he does. As it now stands, it takes 25 years to attain the maximum, and no cadet officer who attains the rank of County Inspector ever draws his full pay, while no promoted man can ever hope to reach it. I think an officer should reach his maximum pay in 15 years." Another officer writes:—"When promoted I spent £258 over and above my pay and allowances. It took that sum to pay my way, and I had only two children, and they were under seven years. My pay and allowances were not sufficient to support me. If it becomes possible kindly ask that first-class District Inspectors should reach their maximum pay after six years in the rank, and I think an all-round increase of 25 per cent. should be asked." There are just two or three more extracts:—"A point I would wish to press is, that first-class District Inspectors should reach their maximum pay when six years in that rank (surely they are as good and efficient after being six years a first-class District Inspector as ever they will be), the same as County Inspectors reach their maximum in six years." Again:—"Officers promoted from the ranks should get £150 towards an outfit, and as this expenditure has left many officers in debt, it ought to be paid to all officers now serving who were promoted from the ranks." That is a point that has not been introduced, and it is a point of considerable importance whether something could or could not be done in connection with the expenses officers incur when promoted. There are at present 75 officers in the Force who have been promoted from the ranks. A large number of these were promoted within the last few years, and they have not yet recovered, or at all events those who have not yet reached the first class have not recovered from the effects of the large outlay necessary when they were promoted. I bring that point before you for consideration. Another extract is:—"Second-class District Inspectors should receive increments in salary at more frequent intervals, and a 20 per cent. all-round increase should be advocated. Stress should be laid on the fact that the widow and children of an officer who dies in the service get no pension." This is the last:—"As the scale stands at present only cadet officers who fail to qualify for a higher rank ever reach the maximum pay of a District Inspector. The promoted officer can never reach it, and some of the latter never reach even the first class. Mr. Leonard, who retired in Loughrea last summer after 40 years' service, is an example."

4768. Mr. HEADLAM.—If a man is promoted from the point of £250 in the scale of a first-class District Inspector to become a County Inspector at £350, it is not any grievance to him that he has not gone through the intervening stages?—It is put forward from this point of view, that if the increment periods were shorter he would have had better pay before being promoted County Inspector.

4769. Mr. STARKIE.—It affects more particularly the officers promoted from the ranks?—Yes.

4770. They are usually retired at the £275 period, I think?—No, sir, they nearly all retire at the £250. A considerable number retire under 3 years in the third class—at 1, 1½ and 2 years. That is a point I want to bring under notice also. If something could be done in order to strike the pensions of these men on the rate of pay they are drawing at the time of retirement instead of taking the average pay for the 3 years, it would be of very great assistance to the few men affected, and it would not mean very much.

4771. The CHAIRMAN.—You mean that the man in the first class who is only 12 months in that class should retire on the pay he is then drawing?—Yes. If he is 4 years in that class he retires on the pay he is drawing at the end of the 4 years, because he has only passed from increment to increment. I want that to apply too from class to class. It could be done if the word "class" was struck out.

4772. You distinguish between class and rank?—All District Inspectors are District Inspectors.

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District Inspector THOMAS MOORE examined.

[Continued.]

4773. Mr. STARKIE.—Are they not ranks? Is not a first-class District Inspector different in rank from a third-class?—No; they are all District Inspectors, but divided into classes.

4774. Are they not distinguished by a badge of rank?—It is a badge of class. It does not make any difference, just as, for instance, all sergeants are sergeants, no matter what class they are. I do not want to repeat what witnesses have already said, but I should like to emphasise the point of lodging allowance.

4775. You think all District Inspectors should get the same lodging allowance?—I do. There is no such thing as first-class stations or second-class stations in our service, as in the Inland Revenue service. In our service a first-class District Inspector may be succeeded by a third-class, because the Inspector-General sends to a station the man best suited for it.

4776. You yourself are a second-class District Inspector?—Yes, under 5 years, with £165 pay per annum. I subscribe to the Constabulary Force Fund, pay income tax, Church subscriptions, and subscribe to daily and local papers to keep in touch with doings in my district, the total of subscriptions amounting to £8 10s. 6d. When I was promoted to the rank of District Inspector, I lost the privilege of pension, if privilege it could be called, for my wife and children. In order to compensate them for that loss I entered into a fresh insurance policy at 47 years of age. My premium for that is £11 3s., which I will have to pay for life.

4777. After 5 years you will get a rise of £15?—Yes, sir.

4778. Is there any reason why that £15 should not

be split up and given biennially?—I do not touch on that point.

4779. The CHAIRMAN.—It has been suggested that the salary should be from £190 to £220 by biennial increments?—I agree with these views, sir, and I agree generally with the views put forward by Mr. Molony and Mr. Sheehy.

4780. Mr. HEADLAM.—Is yours an ordinary country district?—I am sorry to say it is very extraordinary at the present time. There are 9 stations in the district, one 17½ miles away from my headquarters. We have quite a large amount of drilling going on at present, very frequently at night.

4781. You have to keep a horse and trap?—I have, sir.

4782. Did you hear a suggestion about leaving officers free to make their own arrangements?—Yes.

4783. What did you think about that?—I have not had time to consider that, and can hardly give an opinion about it.

4784. Do you think it would help an officer?—If liberal.

4785. On the basis of allowances without any stipulation as to how he would employ them?—In certain circumstances the arrangement might work detrimentally to the Inspector. It very often happens that a district is quiet this week and disturbed the next week. One never knows where he is in a district in Ireland. I don't think that the scheme would be altogether impracticable. I think it could be done.

4786. The CHAIRMAN.—It might be difficult, do you think?—I am afraid so.

4787. Mr. HEADLAM.—It could be done by a Board at headquarters each year for each district.

The Committee adjourned.

ELEVENTH DAY—THURSDAY, MARCH 12TH, 1914.

At No. 5, Upper Castle Yard, Dublin.

Present;—The Right Hon. Sir DAVID HARREL, K.C.B., K.C.V.O., I.S.O. (Chairman); Mr. MAURICE F. HEADLAM, Treasury Remembrancer; Mr. ROBERT F. STARKIE, R.M.; and

Mr. JOSEPH BRENNAN, *Secretary*.

Mr. LEONARD DUNNING, H.M. Inspector of Constabulary, examined

4788. The CHAIRMAN.—You are one of His Majesty's Inspectors of Constabulary for Great Britain?—For England and Wales.

4789. Yours is the southern district?—I am the southern Inspector, and in addition to that I attend at the Home Office as adviser to the Secretary of State in police matters.

4790. How long have you occupied that position?—This is my third year.

4791. You have had a varied police experience?—I served 12 years in the Royal Irish Constabulary, 7 years as assistant head constable of Liverpool, and 9 years as head constable of Liverpool.

4792. Now this Inquiry at which we have asked you to give us some help has been appointed for the purpose of inquiring into certain memorials presented by the Royal Irish Constabulary and the Dublin Metropolitan Police on the subject of an increase in their pay and allowances. There have also been memorials from the officers of the Royal Irish Constabulary on the same subject. I should say, and perhaps it would clear the air a little as to what we want you to give us assistance about, that although we have had a good deal of evidence as to the duties of the Royal Irish Constabulary—we have not yet referred to the Dublin Police at all—we have not had any suggestion by either officers or men that these duties are impossibly

onerous, and there is no complaint about the duties. The point upon which they wish assistance and redress from us is particularly on the subject of pay, and they have included their various allowances. They have compared their position both as regards pay and allowances and duties with the City and Borough Forces as well as the County Forces of England, and it is to give us first hand and accurate information as regards these Borough and County Forces that we have asked, and are glad to say have obtained, your assistance here. On the subject of comparisons the position you occupy places you in a particularly favourable position to help us, and perhaps I might ask you first of all to begin by telling us something of the position and duties of the police forces you inspect. That is a broad question, and I would put it in this way, I think we have had no information except from the Blue Books and figures, and we would like, first of all, if you would give us an idea of what the position and duties of the members of the County Forces are?—First of all you must realise that there is no police system for England and Wales, and that every police authority to a great extent is a law unto itself. It is therefore hard to say that the duties for the whole of the police in England and Wales are such and such, because there are so many governing authorities, and the duties assigned to the police, and the

way they perform them and are remunerated for them in different counties vary so that you almost have to take some special county and examine the details of that. You have the County Police Forces and the City and Borough Forces. Over the former the Home Office have closer control than over the latter, because the County Police Forces were started after the Borough Police Forces. There was first a discretionary Act which enabled county authorities to start police forces if they wished—the Borough Police having already been started. It was found that the counties did not take advantage of that, and then there was an obligatory Act which compelled them to establish police forces. By that time the Home Office had realised it would be better to take control. The Home Office took power to make rules for the guidance of county police forces with a view to securing uniformity in the government, pay, clothing, and accoutrements necessary for constables. These rules have not been revised since April, 1886. Their value is small, but they give a larger control over the county police forces than over the borough forces. The Home Office has the power to veto or approve of any increase of a county force, or any increase of their pay. The Home Office does not possess that power for the city or borough forces since the Act of 1886. A borough force may be increased, or the pay increased, without any expression of opinion from the Secretary of State.

4793. Before the Act you refer to as to governing county forces how were the counties policed?—By parish constables. The first police force of the existing ones was the London Metropolitan Police, followed by the London City police, and then by the various police forces like Liverpool, and so on. The county police forces are of more recent creation.

4794. They are all now more or less under the regulations provided by the Home Office, only that cities and boroughs are more independent as regards regulations than the counties?—There is a duty on each of them to send to the Home Office at the end of every quarter any regulations made during the past quarter, but during the three years I have been at the Home Office I have not seen a single regulation sent up, and I doubt if anybody at the Home Office would read them.

4795. For certain purposes you inspect all these counties and boroughs in the southern district?—I inspect for the purpose of reporting to the Secretary of State, so that he can give a certificate that the Force has been efficiently maintained in numbers, discipline, and management. On that the police authority can draw from the Exchequer Contribution Account a sum equal to half the amount of the pay and clothing of the Force. Although half the pay and clothing is the first item mentioned in the Act of 1896, in some cases they postpone the claim of the Police Fund to other items of expense which are provided for by the Exchequer Contribution Account, with the result that the Leeds police, for instance, do not draw from the Exchequer Contribution an amount equal to half the pay and clothing, because the money has already been expended in other of the purposes under the Act.

4796. Then they may apply it to the relief of the rates, or in some other way?—There are certain purposes for which the Exchequer account has to be applied. If there is any money left over the local authority can apply it as they like in relief of the rates. In most cases the Exchequer contribution does not satisfy the main objects. As a rule you may take it that there is drawn from the Exchequer Contribution for the police account an amount equal to half the pay and clothing. Most local authorities deal with that first. Where that claim is put behind there is a chance the police account may go short.

4797. They exercise, and are permitted to exercise, some discretion in the distribution of that Exchequer contribution?—It does not matter very much to any Government Department. No matter what they have done with the money they will not get any more.

4798. The purpose of your inspection then is to see that the Force is properly maintained?—Yes. Numbers, discipline, and management are the three heads.

4799. How do you satisfy yourself in inspecting either the borough or county forces?—As far as numbers are concerned I keep myself in touch with that all through the year. It has been laid down that for counties there must not be more than one constable for 1,000 inhabitants. In most places the number of constables has been exceeded, and the Secretary of State always gives permission when that is applied for. There are some agricultural counties where there is still less than one for 1,000. With regard to discipline, all I can do is to examine the books to see what offences of discipline there have been during the year, and ask if there was any complaint by the men. Again, I have to keep in touch with what is the current history of the Force during the year. I get a good many newspapers and other things sent to me anonymously. The question of management is regarded as applying to the police authority itself. On the question of insufficiency of stations and things of that sort, the control of the Home Office is, I must say, not very effectual. The penalty is this, that if the Secretary of State refuses his certificate, an amount equal to half the pay and clothing of the Force has to be paid back by the local authority to His Majesty's Treasury. That is a very serious matter. We hope in the near future to take powers to stop a less amount, that is if there is a complaint on a particular item to stop the amount and make the local authorities see that it would pay better to do what we ask.

4800. In cities and boroughs there is a police committee?—Yes, called the Watch Committee. In counties a standing joint committee is the authority, half being nominated by the magistrates in Quarter Sessions, and half by the County Council.

4801. They are appointed for a certain period?—For a year.

4802. Do you come in contact with them at all in your inspections?—Not much with the Standing Joint Committee.

4803. Take any county force you like, and give us an idea of how they are lodged, and in what way they do duties, so far as it is known to you?—Formerly there were 3 of His Majesty's Inspectors of Police, and it was the rule that every part of a county in charge of a Superintendent should be visited every year. They reduced the number to two. I have been now in nearly every Superintendent's station in my district. Nowadays, with motor cars, you can travel a great deal. I never pass a police station on the road that I do not go in, even if it is merely a constable's cottage, which is a rented house.

4804. A county is under the command of a Chief Constable?—Yes.

4805. And under the Chief Constables are a number of Superintendents, according to the force in the county?—Yes. I should say originally there was a Superintendent for every Petty Sessions district. The Act of Parliament first of all provides for the appointment of a Chief Constable, and then it goes on further to say that he must appoint a Superintendent to supervise the constables in every district in the county. That district is not defined, but I think it must be the Petty Sessions district. To my mind there are too many Superintendents. It would be better to make the Superintendents bigger men. Some of the Superintendents are doing the work a Royal Irish Constabulary sergeant would do, and are paid little more.

4806. That is instructive. It gives us an idea of the relative ranks as presented in the returns?—I will now confine myself to my own division: Bedfordshire has a strength of 122; I will take Berkshire, which has a strength of 276; it has 8 divisions in charge of Superintendents. They are Abingdon, 38, Farringdon, 16, Reading, 28, Wantage, 25, Windsor, 33, Wokingham, 34, Maidenhead, 42, Newbury, 46. In addition to that you have in the administrative county of Berkshire the Borough of Reading, with a police force of its own numbering 111, and the Borough of Windsor, with a police force of 23. When you read among the County Divisions Reading and Windsor that means the part of the administrative county which surrounds

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Reading and which surrounds Windsor. You have two things repeated, the County Division and the Borough.

4807. Do the numbers you have given us include sergeants?—They include the whole division, Superintendents and all.

4808. Before you pass from that could you give us the area and population?—The county force is 276, the area 452,020, and the population in 1911 was 180,488. Number of acres to each constable, 1,635, and the population to each constable, 653. You must remember that Berkshire is almost one of the metropolitan counties.

4809. Of course the Boroughs of Reading and Windsor are excluded from that calculation?—Yes. The population of Reading in 1911 was 87,000. To go into the details of the division you find that in the division of Abingdon there are 22 stations, that means 22 places where there are constables stationed out of a force of 38. In many of these stations there is only one constable living in a house in a village rented for him, or which he rents himself.

4810. How many sergeants are there of the 38 in 22 stations?—There are 2 inspectors and 2 sergeants.

4811. That I take it is typical of the rest? How many sergeants and inspectors are there in the division with 16 men?—That is Farringdon. There is no inspector, but there is one sergeant, and there are 10 stations. In the strength of that there would be one constable who acts as Superintendent's groom. The Superintendent's groom often turns out to be the best policeman in the division, as he has better opportunities of learning than other men. Many a good officer of English police has started as a Superintendent's groom. Where a sergeant is stationed there would be perhaps 2 constables as well, but the bulk of the stations are merely individual men stations.

4812. Go back again to the 38. Of the 38 there are 22 stations, and you said there were 2 inspectors and 2 sergeants?—There is an inspector at Abingdon, and a Superintendent and an inspector at Wallingford.

4813. How many of these 22 are single stations?—I think 16 or 17 of these are individual men stations.

4814. What sort of thing is an individual man station? Is it a house hired for the purpose?—I may say it is the best house which the Chief Constable can get in the village for the amount which the Standing Joint Committee allows. That amount varies.

4815. At any rate there is one house called a police station, although occupied by only one constable?—Yes, and no cells. There is merely "County Police" stuck up on it.

4816. What is done at that station when an arrest is made?—The prisoner is kept until such time as the constable would get a conveyance to take him to another station.

4817. Is it a whole house?—The whole house as a rule. There are instances in which there is a single policeman living in lodgings in the village. That, for the time being, is the police station.

4818. If the constable is a married man do his wife and family live in the house?—Yes; it is his residence.

4819. Supposing in one of these places there is a sergeant and a constable do they both live in the house?—If there were 2 living in the house it would be a police station proper, a house built by the county for the purpose.

4820. At any rate where there is a Superintendent or Inspector, or a sergeant and a constable, there would be a police station?—Yes, and over the building of a police station, that is to say coming within the definition of where prisoners are detained, even temporarily, the Home Office exercises the right of supervision of the plans. Over the house that is rented we have no control, except where coming under the question of management. In some of the counties the housing of the police is decidedly unsatisfactory.

4821. Be that as it may, where there is only one constable there is something or other that represents a police station, a house to which people can go when they want police assistance?—Yes.

4822. And there are 22 of such for the force of 38 in that division of Berkshire?—I may say that within the last few years the Standing Joint Com-

mittee of Berkshire started the policy of building stations for 2 men, thinking it more economical to work a larger area with 2 men than to work a smaller area from two points.

4823. They have diminished the number of their single-man stations?—They will in time.

4824. Mr. HEADLAM.—Adding a larger area of work to the station?—Yes

4825. The CHAIRMAN.—The County Forces appear to have been getting away more from the system of the village constable to the police station?—In one or two counties. It would not be safe to say that in general.

4826. Do you regard these counties adopting that policy as the more progressive?—Yes. With this Weekly Rest Act, where you have 3 men working from one station, it is easier to supervise the whole district when a man is on his weekly rest.

4827. Now, could you give us an idea of how a constable would spend his 24 hours?—The average duty of a constable is 9 hours as a rule—4 hours day duty and 5 hours night duty.

4828. Is that 4 hours a day duty patrolling?—Both are patrolling. Of course something may happen to upset it, like attending court, but the normal day's duty is 4 hours a day and 5 hours night.

4829. Do they patrol with bicycles at all?—In some counties they do and in others they don't. Some Chief Constables say if a man gets a bicycle he rushes through the country and sees nothing, and another Chief Constable says the greater number of places he is seen in the better. It is embarrassing if a single man comes across anything and he has to leave his bicycle on the road.

4830. That is the danger of the bicycle?—It is one of the dangers. If there is an advantage in going on a bicycle you have also to run a risk.

4831. Are they encouraged to get bicycles?—Yes.

4832. Encouraged to buy them for themselves?—Yes. Some counties provide bicycles, other counties provide allowances for bicycles, and others again mileage allowances for the use of bicycles. The majority of counties provide fixed allowances to a man for keeping a bicycle.

4833. Could you give us an idea of that?—£5 I believe is the largest bicycle allowance which is paid. These are matters on which I could make out tables if you like. In Berkshire the sergeants and constables get 5/- a quarter, that is £1 a year for the upkeep of their bicycles, and they also get 1d. a mile for using their bicycles outside their beats. Their beats would be their sub-district, 5 or 6 miles, or 2 miles each way.

4834. They get an allowance for the upkeep, and also mileage?—Yes.

4835. You could not tell us whether there is any instance in which they simply get allowances?—I think where they get the larger allowances that would cover everything. I should say very probably there are many instances in which the allowance covers the use of the bicycle and everything. There are more cases in which they only get mileage allowances.

4836. How would that be controlled? Would the man have to make a claim?—Yes, and it would be checked by the Chief Constable.

4837. Mr. STARKIE.—In Carmarthenshire they allow 1½d. a mile, and in Cardiganshire they pay a bicycle allowance of £2?—The mileage allowance of 1½d. would be only outside the beat. Carmarthenshire is an extraordinary county, where there is a great deal of duty to perform. There are conference points, and the constable has a list of places where he has to be on certain days and times. Cardiganshire is a place where there are no conference points after 10 p.m.

4838. In other places have they those conference points, as a rule?—Yes, it is like the meeting of the patrols. It practically provides a method of supervision. Where they have a sergeant supervising he can go to those conference points.

4839. Is patrolling the main duty of a village constable?—It is the normal duty

4840. Does he make any return of that patrol, which shows the places he visits and the ground he

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covers?—Yes; there again I can only tell you the custom of the particular force. Generally speaking he does. He has a printed sheet which he fills up and sends into the Superintendent in most instances once a week. In some instances no copy is kept in the station. As a rule a man has a diary in which he enters his duty, and from which he sends a weekly return to his Superintendent. It is getting to be the common practice, and it is the best practice.

4841. Now, having sketched over the position of the County Force, and their stations, and the way they do their duty, how are they recruited? I take it for granted these men are capable of being generally referred to by the public on any subject that a policeman might be fairly expected to understand. How are they trained?—As a rule they are kept at headquarters station for a month, or two months, until they have got to send them out. In some counties, as in the West Riding of Yorkshire and Lancashire, they go to a proper training school. As a rule they go to the headquarters station of the county, where usually some one, and sometimes no one, is definitely told off to instruct them.

4842. Must he be a single man?—There again it varies, according to the different forces. In some counties they have a difficulty in finding single men to occupy stations. In other cases they have difficulty in finding married men to send to stations where there is suitable accommodation for married men. Most of the Chief Constables prefer to take single men to married men.

4843. This is the duty of the Chief Constable, subject to the general approval of the County Committee?—No, it is entirely in the hands of the Chief Constable. By Statute he appoints the police force and can dismiss them. The only thing is he is bound by the rules with regard to the ages. These rules are altogether out of date. For instance, it says that no sergeant or constable appointed must exceed 35 years. No Chief Constable would think of appointing any man so old. Also according to the regulations he must be not less than 5 feet 7 inches. The lowest standard now is 5 feet 8 inches.

4844. Of course each Chief Constable wishes to get his county up to the best standard he is capable of?—Yes.

4845. Is there any examination as to his intelligence?—There again it is a matter for the Chief Constable. In some cases there is a system of examining, and sometimes the test is merely by talking to them. In former times the Chief Constables used to leave away candidates, but now police recruits seem to have disappeared off the face of the earth, and they have to take them when they get them.

4846. Are there many vacancies?—Yes. The average number of vacancies now is above that of say 10 years ago. I know of my own personal knowledge before I left Liverpool that the difficulty of getting suitable men was increasing, and it has increased since then. During the last 2 or 3 years, since the one-day rest Act came into force, there is a greater demand for recruits. The Act necessitated an increase of the force. The Metropolitan Police Forces are increased by 2,000, Liverpool 200, Birmingham 222, and so on, and this in addition to replacing the ordinary wastage. There were 238 added to the various forces in my district last year, and the year before it was a larger number.

4847. Now, having heard of the recruit and his training, would you come back to Berkshire again and tell us whether there has been any increase of pay there recently?—In Berkshire the pay was increased within the last twelve months.

4848. At what period previous to that had the pay been altered?—I could find that out by looking at the old Blue Books.

4849. Mr. STARKIE.—In the Appendices to the 1901 Report?—I have got the Blue Books of 1891, 1895, and 1901. According to the last return the scale is the same since 1901, but that has been changed since the 29th September last. The new scale is under consideration, and I am not certain whether it has been approved by the Secretary of State or not. The change has been submitted, but as to whether the 1901 scale is still

the prevailing rate I am not quite certain. The change has just taken place, or is imminent. Berkshire almost touches the metropolis, and therefore it is affected by anything that takes place there.

4850. Mr. HEADLAM.—Only one corner of Berkshire touches the metropolitan area, but the county as a whole I suppose participates in its advantages?—Yes.

4851. The CHAIRMAN.—Now, perhaps you would give us a typical borough or city?—Again it is so hard to get what is called typical. You have Liverpool, with a force of 2,200, and Clitheroe, with a force of 12.

4852. Could you give us the expenditure to which the Government contribution is made in Berkshire?—Yes, sir, there is a table here, table II. in the Blue Book. There you will get the amount contributed by the Exchequer, which shows the Exchequer contribution to be £9,386, and gross cost of the police £27,998, practically one-third.

4853-4. Then in most instances it would be something like that—about one-third?—Yes, it seems to run like that.

4855. Mr. HEADLAM.—What year is that?—1910.

4856. There is a later one here,* for 1912?—Yes, that shows the gross cost £32,034, Exchequer contribution £10,054. It is not quite one-third for 1912.

4857. The CHAIRMAN.—The first figures you gave us were for 1910, and the second figures were for 1912?—Yes. In nearly every case the pension claim is going up, and there is a deficiency in the Fund. In Berkshire, in 1910, the salaries and pay came to £18,537, and in 1912 to £20,165, nearly £2,000 increase; travelling expenses exactly the same; clothing and accoutrements an increase. The contribution to meet the deficiency of the Pension Fund in 1910 was £1,400 and in 1912, £1,800. That is a charge which is going up everywhere. The force, no doubt, has been increased everywhere, and that accounts for a lot of extra pay.

4858. Mr. STARKIE.—We have here a return showing the new scale of the Berkshire Constabulary which comes into operation on the 1st April.

4859. The CHAIRMAN.—Perhaps you would compare that?—This was fixed on the 29th December, was approved by the Secretary of State on the 23rd of January, and is to come into force on the 1st April.

4860. In a way not entirely exhaustive would you just give us the difference in the various ranks between the old pay and the new rates which come into operation on 1st April?—Under the old scale a constable began at 22/9, and now he begins at 23/11. He can now go to £1 10s. 11d., and formerly he only went to 29/9, which was the maximum. Merit pay should not be put down as being on the scale of pay to which a man rises on ordinary completion of service.

4861. Mr. STARKIE.—It distinguishes merit pay in the return?—In some cases it is for actual merit, and in other cases it is only for long service or good conduct pay.

4862. The CHAIRMAN.—Would you take the other illustrations there as to what the pay was, and what it will be on 1st April?—A sergeant's pay under the old scale was 29/9.

4863. That is the minimum?—Yes, rising to 33/3, and it now begins at 32/8, rising to 37/4. You will have noticed that the sergeant and constables' pay are given weekly and the others yearly. The late scale for Inspectors was, beginning salary £95 a year, rising to £115; now it is £110, rising to £125; Superintendents began at £135, and rose to £200, and now their pay is £150, rising to £225; Deputy Chief Constable begins at £240, rising to £275. His pay was not shown in the old scale. There is only one of these. By Statute a Chief Constable must appoint one of his Superintendents to be his Deputy, and he may not act as Deputy for more than six months. The present pay of the Chief Constable of Berkshire is £650.

4864. Mr. HEADLAM.—There is no one between the Superintendents and the Chief Constable except a Deputy?—No.

4865. How many Superintendents are there?—There are 8 divisions, and the Chief Clerk is an additional Superintendent. In some counties the Chief Clerk

* Police (England and Wales), 1912, H.C. 76 (1913).

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holds the rank of Superintendent, and in other counties the Chief Clerk is also Deputy Chief Constable.

4866. The CHAIRMAN.—As regards allowances, you have told us about cycling, and now will you tell us what other allowances they get?—They get a boot allowance, which is practically the same everywhere, of 6d. a week. As regards rent, the general system in a county is that the Chief Constable takes a house, and the constable living in it pays a definite amount, and the county pays the rest. Where a constable has to take a house for himself he gets an allowance which is not fixed. As a rule a county policeman pays from 2/- to 3/- a week. If he can get a house for that well and good, and if not the county pays the rest of the rent as a rule.

4867. Do you mean that the constable pays 2/- or 3/- a week as contribution towards the rent of the house that the single constable occupies more or less as a police station?—That is it.

4868. And if it is over that the county pays the rest?—Yes.

4869. What is happening with regard to those stations that the counties are building?—The men pay the same. There is a deduction made from their pay of 2/- or 2/6, or 3/-. As it happens to be in Berkshire they are very well off. In Berkshire the married constables pay 2/-, the single constables 1/-, and the sergeants 2/6, that is whether they are living in a police station proper or in a house rented for the purpose.

4870. Of course, as you have said, a house rented for the purpose is more or less a police station in its way?—Yes, where anyone who wants a policeman would go to look for him.

4871. Supposing that at a police station, that is a place built by the county for the purpose of police, there is a married sergeant and a married constable, how would the lodging go then for the married constable?—The sergeant would pay 2/6, and the married constable 2/-.

4872. And the county would pay to a constable then for the second house in the same village?—Yes. In these stations at Berkshire—they are built for a married sergeant or married constable—there is also a room where a single constable can be accommodated. When they want to put the additional man there they have room for him. If he is a single man he would pay 1/- a week.

4873. They are going in the direction of having regular barracks?—Yes. It is a question of administration. The Weekly Rest Act tends to make it necessary to have men living together.

4874. Are the county houses furnished at the expense of the county?—Not as a rule. In Glamorgan-shire they give every man a bed suite. In some cases they treat him fairly, and in other cases they do not. As a rule no furniture is furnished except office furniture. Glamorgan-shire is the only place where they provide a bed suite.

4875. Boot allowance is the only one given, apart from any particular claim for duty?—Yes, that is practically the only allowance.

4876. That is 6d. a week?—Yes.

4877. Have they always found that that is a satisfactory allowance?—I think so. Of course there are a great many firms specialise in making boots for policemen. A man may be able to purchase two pairs of boots a year, and he can get a very good pair from 12/- to 16/-. I think the Royal Irish Constabulary are the only Constabulary in the world who wear hand-made boots.

4878. As a rule do you think the machine-made boot for damp tramping is very satisfactory?—No, the hand-made boot is the best if you can afford it. I think you may take it that the boot allowance is adequate.

4879. Within your recollection of the Royal Irish Constabulary do you think the Constabulary man, tramping fields and mountains, wears more boots as a rule than the policeman in England?—I should say so, and he certainly wears better boots. When I was in Ennis there was a man who used to make boots for the police. He made a pair for me and they were the finest I ever saw. The majority of men in the

barracks had boot-trees. Irish policemen have far more boots than the policemen in England. The barracks in Ireland used to be full of boots.

4880. The conditions are different, aren't they?—Yes, they are.

4881. A man's boots are more frequently wet in Ireland than they would be in England?—I think so. That is one of the matters in which it is futile to try and compare the English with the Irish policeman.

4882. Mr. HEADLAM.—Have you ever been in Cumberland?—I think there are some rainy spots in England as well as Ireland.

4883. Mr. STARKIE.—How do the county barracks compare with the average police barrack in Ireland?—Do you mean an individual constable's cottage?

4884. Any station. Take a single constable's cottage?—Well, in Dorsetshire the single constable's cottages are a bit damp. There has been no building of cottages in the rural districts of Dorsetshire. They will not build houses there.

4885. How do the stations with cells compare with Constabulary barracks?—Taken as a rule it is a bit more comfortable, if a modern one. To take Berkshire, it is hardly a typical one; it is rather exemplary, the station consists of two wings. The sergeant's wing is rather larger, and in the middle there is an office, and the constable's part, possibly a single man's room, is over the charge room in the middle passage, and there are cells at the back. They are comfortable houses. If gas is available they are provided with geysers. Whenever there is a new station building we always try to insist on a bath with a hot-water supply.

4886. The CHAIRMAN.—Does that 2/- include fuel and light?—No, there is generally an allowance for fuel for the heating apparatus for the cells.

4887. Mr. HEADLAM.—The Force have to provide it themselves?—Yes. In a great many instances the Superintendent, who is the resident policeman in a district, is provided with fuel and light.

4888. The CHAIRMAN.—He does not reside in a county supplied house?—As a rule, yes. He lives in the police station at the division headquarters as a rule.

4889. Mr. HEADLAM.—What deduction does he suffer?—In Berkshire the Superintendent gets his house for nothing. An Inspector has to pay £6 a year, which is practically the same as a sergeant.

4890. The CHAIRMAN.—Constables pay more than sergeants in proportion to their pay?—The Superintendent gets his house free, because it is a cheaper way than paying him.

4891. There is a stoppage of 2½ per cent. on all police pay in England?—It is the maximum stoppage and as a matter of fact the maximum stoppage is made everywhere.

4892. If that falls short of providing the pensions to which the officers and men are entitled, how is the balance made up?—It is made good out of the rates.

4893. Does it satisfy it?—No, sir. You will find that shown in the Blue Book. Nearly every Police Pension Fund is drawing from the rates up to nearly 50 per cent. of their expenditure.

4894. Could you tell us, just to pursue the particulars as regards Berkshire, at what periods are they permitted to retire there and what pensions do they get?—I think Berkshire has the maximum pension scale. A man may claim a pension at 25 years' service, and full pension at 26 years' service. He is entitled to thirty-one-fiftieths of his pay at 25 years, and forty-sixtieths at 26 years' service, the maximum pension scale allowed by the Police Pension Act of 1890. The Act of 1890 gave the Police Authorities discretion to adopt a pension scheme within certain limits, but the maximum pension scale which can be adopted is thirty-one-fiftieths at 25 years' service, and two-thirds at 26 years. The period may be increased up to 30 years, in which case to get the proper proportion of increase you have to begin at half-pay at 25 years. There was a conference of Borough Police Authorities at Sheffield about four years ago, and they recommended that there should be a pension

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scale of one-half at 25 and two-thirds at 30. The majority of the forces after the passing of the Act of 1890 adopted the maximum scale, that is 25 and 26 at the maximum scale was the one adopted by most police authorities. In addition to that you have the power to impose an age limit as well as completion of service.

4895. Mr. STARKIE.—The maximum age is 55 for a constable and 60 for an Inspector.

4896. Mr. HEADLAM.—Does that apply to Superintendents?—Yes. The compulsory age for retirement is 65; but they go before that as a rule.

4897. Mr. HEADLAM.—Generally speaking, the age to which Superintendents and Inspectors are allowed to serve is higher than the age constables and sergeants are allowed to serve to?—As a rule a sergeant or constable takes his pension as soon as he is entitled to it, because he can very often get something else to do which will increase his income, but in the case of a Superintendent it is rather difficult for him to get anything else to do. The better off they are the more likely they are to stay on.

4898. The CHAIRMAN.—The opportunities for him are not so good?—No.

4899. We would like to know if you have any knowledge or experience of what employment constables and sergeants are able to get when they go on pension?—In Liverpool we acted as a sort of employment agency. There was a good deal of employment to be got everywhere in Liverpool as door-keepers at these picture palaces, and at the doors of public houses. There is an enormous amount of employment for ex-policemen in Liverpool that way, and down at the docks the various shipping companies would like to have a special class of watchman. The big Atlantic Liners have a sort of ship's police. I urged them on the companies, and now the Cunard Company and the White Star Company have adopted that system. They have at least one man in uniform in all their Liners, and a pensioner policeman is about the best man they could get for the job.

4900. Mr. HEADLAM.—Would the Steamship Companies object to employing R.I.C. men, or would they prefer Liverpool men?—They would be prejudiced in favour of Liverpool men, because from their service they would be better men on board ship. I think there is an R.I.C. pensioner on board one of the Cunard boats.

4901. At all events, there would be no objection to applying for that sort of thing?—Not a bit, but the Chief Constable of Liverpool would not help them, as he regards that as an outlet for his own men. I have often had to refuse to help an R.I.C. pensioner in Liverpool.

4902. Now we will talk of the county constable?—I don't think he has such a good chance of finding a job on pension as the town man.

4903. What does he do exactly? Might I ask this—is a constable allowed to serve in his native county?—In the county forces in England there is no objection to that?—No, it depends entirely on the Chief Constable. As a rule in agricultural counties where the force is recruited from the county the Chief Constable would send the recruit away from his own place to the other end of the county.

4904. When a man retires there does he remain in the place where he has been serving as a constable?—Very often he does. That was why I mentioned that the constables' cottages are taken in names of the Chief Constables; for difficulties have arisen when a constable retired, and having taken the house occupied by him as a police station, insisted on sticking to it. In cases of this kind the Chief Constables had difficulty in getting houses for incoming policemen.

4905. What sort of employment would these men get?—A man on retiring would stay, as a rule, in the place where he had served, making what he could out of his garden. His children might have got work to do in the neighbourhood.

4906. His children would get employment the same as the children of any other inhabitant? He would pay no penalty for being a policeman?—Oh, no.

4907. Now, as to the constable's wife and family, are they allowed to earn for themselves during the time he holds office?—Not as a rule.

4908. Must they ask for permission?—It all depends. There again it is a question of the regulations of different forces. In county police there would not be much opportunity for the wife. Where I live down in Surrey a policeman's wife used to do occasional work in my house. I asked the constable if there was any objection to his wife earning a little money that way.

4909. They must not engage in anything which identifies them too largely with the locality, or which interferes with the discharge of their duty?—It is all a matter of the regulations of the individual force. The regulation in Liverpool was that a constable could not engage directly or indirectly in any business or employment and could not live at any place where any member of his family was engaged in business. If a constable's wife had a dressmakers shop he could not live over it.

4910. Mr. HEADLAM.—Are they allowed to take lodgers?—Yes, as a rule.

4911. Is that much availed of?—Yes. In big towns the idea is to get single policemen to lodge with married policemen. As a rule they do take lodgers. In the Isle of Man a constable could not live on his pay if he did not take lodgers.

4912. The CHAIRMAN.—They take houses there for the purpose mostly?—Yes. At the request of the Governor of the Isle of Man I inspected the Force, and at Port Erin I found a constable had a house rented at £36.

4913. Is there anything more now you think you could give information about on the subject of Berkshire Rural Police?—I do not think there is.

4914. Mr. STARKIE.—Could you say if they accept extra duties, and if there are any allowances attached to them?—For extra duties in connection with the Diseases of Animals Act the Chief Constable gets £52 a year, and the Chief Clerk £13. The remaining Superintendents, and the Inspectors and Sergeants get 2/6 when employed.

4915. Mr. HEADLAM.—It does not say how often that is?—You could not say that. It depends on the outbreaks. When there is an outbreak of swine fever, anthrax, or other diseases, there is a tremendous lot to do. In some counties far too much of time of the police is taken in connection with the Diseases of Animals Act, work which is done in the boroughs by officials. A great many of these duties are put on the police practically because there is nobody else to do them. If the police will not do them nobody else will. They are often put on the police to save expense.

4916. In other words, the policeman is the servant of the county and does the duty of the county?—Yes, the county has power to assign to the police duties other than police duties proper, but if the Home Office gets control of the police that is one thing they will look after, that is to see they are not paying for police who are not doing police duty. At present the Standing Joint Committee has the power to assign to the police duties which are not properly police duties. The County Council is the local authority for the Diseases of Animals Act; but there is an agreement between them and the Standing Joint Committee to give the working of the Act to the police. The extra remuneration is paid by the Council, but they do not pay anything on account of the time which is lost to police duty proper.

4917. At the same time the contribution of the Exchequer is not increased, as it does not depend on that at all?—That is so.

4918. The CHAIRMAN.—I take it, Mr. Dunning, that any change that might be made in the relations between the Home Office and the county forces will not be in the direction of giving the local authorities more control?—No: but the opposite direction.

4919. It is rather to centralise authority?—There has been a Departmental Committee to settle the question of the relief of local rates and they are about to report.

4920. Mr. STARKIE.—What are the other extra duties?—The Weights and Measures Act (£50 allowance), and the Food and Drugs Act. One of the Superintendents gets £5 for that, which is probably paid by the Borough Council, because there are two boroughs in Berkshire which by agreement are policed by the county police, although they may have their own police. Under the

Finance Act there are also allowances of £7 to Superintendent, and £1 to Inspector.

4921. Mr. STARKIE.—What are their duties under the Finance Act?—They concern the local taxation licences. The enforcement of them has now been handed over to local authorities, who get the money. Then, again, the inspection of hackney carriages would be a Borough question. They have adopted a system of doing away with the tramp nuisance in Berkshire. A man gets a "way" ticket, which entitles him to bread, and the people in the county are requested not to give money to beggars. If they will only have the sense to do that the tramp nuisance will be considerably decreased. The police help in this. There are four Superintendents and to Inspectors in Berkshire so employed.

4922. Mr. HEADLAM.—What special remuneration do the Superintendents and Inspectors of hackney cars get?—£100 and £70.

4923. The CHAIRMAN.—Is that generally adopted—that "way" ticket system?—It is being adopted more and more.

4924. Is it found to act?—Yes; in some cases it is done by the Board of Guardians, and in other cases by private parties; but wherever done it has been found advantageous.

4925. What distance—from workhouse to workhouse?—The day's journey would not be very long, I think eight or ten miles, and he gets his bread in the middle. It is very good, for the genuine tramping workman does not provide a large proportion of the tramps on the road. It affords the regular beggar no excuse for going into a house.

4926. Perhaps you would tell us something about promotion in that county force?—Promotion in a county force depends entirely on the personal ideas of the Chief Constable. As a rule in a county like Berkshire a man would not become a sergeant under 17 years' service. Lancashire was a place where up to a few years ago promotion went entirely by seniority, and the consequence was no man became a Superintendent under about 30 years' service, and they stayed on long after they ought to have taken their pension. The Chief Constable of Lancashire is now trying to bring down the average age for promotion. In 1912 the average of constables promoted was 15 years 2 months, and in the following year 15 years, and for the following two months 14 years 4 months.

4927. Mr. HEADLAM.—Is that simply by seniority?—It was by seniority, but now he is trying to bring on young men of education by means of examination.

4928. Mr. STARKIE.—Is that a competitive examination?—No, it is merely a qualifying test. I should say that was quite as low as you could put it, and I am surprised that in Lancashire the service for promotion is so low as that. I have found from inquiries—I have always made it a rule to ask a sergeant how long his service was—that the average service on promotion would be at least 15 years.

4929. Is this in the rural portion of Lancashire?—The rural portion of Lancashire: but a county force like Lancashire, in addition to having many individual stations, has many towns where the police will have a strength of 20 or 30 men. In counties the promotion of the men depends entirely on the ideas of the Chief Constable, and on the recommendation of his Superintendents. In the smaller counties the Chief Constable would know every man in his force, and they would promote them as they thought fit.

4930. Mr. HEADLAM.—And the promotion of Inspectors?—The promotion is from sergeants to Inspectors, and from Inspectors to Superintendents. There, again, it is a matter, to some extent, of seniority. Mr. Lane told me he has appointed young men, but seniority goes a very long way towards all promotion.

4931. The CHAIRMAN.—We heard one witness here state that the men in some county forces in the industrial or manufacturing districts, like Lancashire, were in the habit of joining the force when trade was slack and wages hard to earn, and then when there was a spurt in trade they resigned and went off again?—That used to be the case before the Police Act of 1890, but now if a man joins the Police Force and thinks of resigning after two or three years he realises that he is throwing away his pension rights. Before,

especially in the coal mining districts, a man would think nothing of resigning and going down the pit again; but now he would be throwing away something, that is his pension, by doing so, and that anchors him to the Police Force.

4932. That is not of such frequent occurrence as it used to be?—Nothing like it.

4933. Now as to the question of transference from one Police Force to another on approved service?—I never refused a well-conducted man a certificate of transfer to another Force, for I was getting more men from other forces than were going from my Force. In some cases a chief constable is slow in granting a transfer. I remember a case of a question asked in Parliament by, I think, Mr. Devlin, about a man who joined a force in England, and was refused a transfer in England; Mr. Devlin asked could the chief constable refuse to give a certificate of transfer, and he was told the chief constable acted perfectly within his rights in refusing to sanction the transfer.

4934. You think, from your experience in Liverpool, that what the borough and county forces suffer on one hand they gain on another?—My experience was, we got more men from other forces than we lost going to other forces.

4935. We appear to have sent a great many men to England without getting any over to the R.I.C.?—You get very few back. I have known one or two cases in Liverpool. When recruiting was stopped in Ireland I got many R.I.C. candidates. Some of these, as soon as recruiting was opened again, did go back. A man must have over two years' service to get a transfer, which will affect his pension.

4936. Mr. HEADLAM.—When you give approved transfer like that after so many years, say 5, does he carry with him any right to pension as regards his service in the original Force?—Yes, and the Force to which he goes can claim upon the other for the proportion of pension. In the event of dispute it can be settled by the Home Office. I personally do not agree with the way the Home Office settles it. I think it ought to be entirely the amount of pay that represents the value of the man's services.

4937. The CHAIRMAN.—Now we have heard a good deal about Liverpool in connection with the evidence from Belfast, and perhaps you would give us some information with regard to the service and conditions in Liverpool and the character of the duty?—The duty in Liverpool is like the duty in the other large English towns with this difference—that we also police the docks at the expense of the Mersey Docks and Harbour Board, who pay the Watch Committee for a certain number of men of all ranks, and also a certain proportion for headquarters administration.

4938. Mr. HEADLAM.—Does that mean that the constable employed on that duty gets extra pay?—Oh, no, that may be his ordinary duty. A certain number of men are also assigned to Fire Brigade duty. The average ordinary duty of a policeman in Liverpool is 8 hours street duty straight on end, the same as in London. In the middle of that time they are allowed to go into the nearest police station for refreshment, and if they liked to bring anything to cook there they could do so. That was the average hours of duty, but some men did more hours' duty. Men on traffic duty were always confined to that duty, and they escaped night duty. They received 1/- a week extra, pensionable pay. The traffic in Liverpool is exceptionally heavy, because of the want of rail communication between the docks and the inland railway system. The goods traffic in Liverpool is remarkably heavy, and therefore we had a proportionately greater number of men employed on the regulation of the traffic than any other town in the kingdom, including even London.

4939. I suppose every third man did night duty?—The night beat was half the size of day beat. They did one month morning duty from 6 to 2, then duty from 2 to 10, and night duty from 10 to 6. The man who did one month's morning duty and one month's afternoon then did two months' night duty. For the men who did traffic duty, or point duty, we had three reliefs—6 to 3, 3 to 12, and

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then 9 to 6. That was the average duty, and the dock duty was done in exactly the same way, in three reliefs, of 8 hours, except some men who were employed in the interest of particular firms, such as shipping companies, who would not be satisfied except they had a man always in their sheds. The sheds were always shut on Sunday. These men would do 6 days of 12 hours' duty, and no duty on Sunday.

4940. The CHAIRMAN.—Did the Mersey Docks Company pay the full cost of the policemen?—No, not quite. What the ordinary private employer pays if a policeman is employed in his shed is a special charge calculated to cover the man's pay, clothing and pension claims. The Mersey Docks and Harbour Board only pay the actual pay. They paid a lump sum to cover the pensions claim, but it was not enough. Inasmuch as the men in the docks were available for the preservation of the peace of the town, the Government made a special contribution, which, in the ordinary course, would not be included in the number on which we draw from the Exchequer account. However, you may take it that the Mersey Docks and Harbour Trust pay just the same as any other large firm or individual would pay for hiring a policeman assigned for special protection.

4941. That is to say, his pay, clothing, and something to cover his pension?—Yes. The Home Office put it down at something like 10 per cent. of the constable's pay, and more for the higher ranks.

4942. Now would you tell us about the strength of the force in Liverpool?—When I left it was 1,998, and I think it is now over 2,200. It was recently increased because of the Weekly Rest Act, and also because the city boundaries have been extended since I left.

4943. Was that period of trouble in Liverpool exceptional?—Yes, but, of course, there have been outbreaks of sectarian trouble in Liverpool ever since the Irish famine. That is the time this trouble was introduced into Liverpool. I cannot say, but I have heard that the disturbance in 1860 was very bad. This last outbreak was the longest continued period.

4944. And that spread over a great portion of the city, didn't it?—Yes. There were two portions of the city affected by it.

4945. It was not merely the Irish quarter?—That is the Green quarter, but we have also an Orange quarter, both of which were affected. Mr. T. P. O'Connor's division, of course, is the Green.

4946. Are they near each other?—Oh, of course.

4947. Perhaps you would turn to the pay?—This is the last scale of pay. A constable begins at 30/-, that is £78 a year, and rises by 1/- a week to 40/-, £103 12s. a year at 15 years' service.

4948. By what periodical increments?—1/- after 2 years, and then 1/- after 3, 4, 5, 6, 7, 9, 11, 13 and 15 years.

4949. Mr. STARKIE.—There are annual increments up to 7 years?—The first is after 2 years. It is 30/- on appointment. Then after 2 years it rises to 31/- and by 1/- a week up to the seventh year, and then by 1/- every second year until he rises to 40/-. A sergeant on promotion gets 42/- a week, £104 a year, and he rises by 2/- every 2 years to £124 18s. a year. A Sub-Inspector gets £140 a year. Sub-Inspectors are generally appointed to special duties in the office.

4950. Mr. HEADLAM.—How many are there?—Eleven. The appointment is made as a rule to give a man a little more authority. Inspectors get £145 on promotion, £155 after 3 years, and £170 after 6 years.

4951. How many are there?—Forty-eight. The ordinary organisation in an ordinary town is that a division is in charge of a Superintendent who has 3 Inspectors who divide the day between them doing duty for 8 hours each, and 1 for detective work, that is 4 Inspectors to 1 Superintendent.

4952. How many sergeants in a division?—The average section consists of 1 sergeant and 6 constables. It all depends on the size of the division. In the "A" Division the Superintendent had 360 sergeants and men under him. Of course, that was the busiest division, and he had the most men on traffic duty. The Superintendents get £250 on promotion, and they go

up by £10 to £320 at 7 years' service. The Chief Superintendent starts at £320 a year, and he gets £370 after 3 years, and £420 after 7 years.

4953. How many of them?—Three, including the chief clerk. One is Superintendent of the "A" Division, and the other is Superintendent of the Fire Brigade. He has very important duties to perform, and he has charge of a plant worth between £30,000 and £40,000.

4954. Does that Fire Brigade do dock business as well?—Yes.

4955. Have you floating engines there?—Yes. The Docks Board had a couple. Every steamship is practically a floating fire engine.

4956. Mr. HEADLAM.—Does the Force of 2,200 constables you spoke of include the Fire Brigade?—Yes, that is the whole strength of the Force. Seventy-five men were assigned for continuous duty with the Fire Brigade. In addition, there were 320 constables called auxiliary firemen. When they heard of a fire they dropped being policemen and became firemen. They get 2/- pensionable pay and 2/- for attending a fire.

4957. The CHAIRMAN.—Now as regards allowances in Liverpool?—There is a pensionable extra pay of 1/6 a week for day point sergeants and 1/- a week for constables, and the auxiliary firemen get 2/- a week pensionable pay, and the men detailed to the central fire station get 4/- a week. That should not be considered. It is a matter of convenience calling them policemen. We recruit the Fire Brigade from the police Force. Then there were the River police. They got 4/- a week extra because they did a turn of 12 hours a day instead of 8. The Mounted and Transport men also get 4/- a week extra, and that is because they are at the stations for 12 hours instead of 8. As to stoppages, a deduction of 2½ per cent. is made for pensions, 1d. a week for a funeral society. A constable on the sick list was liable to a stoppage of 1/- a day, but as a rule in Liverpool it was seldom enforced, as the doctor was empowered to recommend the pay on the ground of the need for extra nourishment or other cause. No stoppage was made as a general rule if there was no suspicion that the sickness was due to his own fault. If payment is recommended the chief constable acts on the advice of the medical attendant. They get free medical attendance. For their housing the Chief Superintendent pays £50, a Superintendent £30, a Chief Inspector £15, a Sub-Inspector £10. The stations and houses are kept in repair by the Watch Committee. If they suffer from neglect or want of proper care the individual may be ordered to pay for the necessary repairs.

4958. Is there fuel and light there?—Yes. A Superintendent paying £30 a year for a house with fuel and light is getting it very cheap. If a Superintendent took a house for himself he would probably have to pay £30 rent, and taxes as well.

4959. The CHAIRMAN.—Were barracks built specially with the object to provide all that accommodation?—Of course, it sounds a lot, but as a matter of fact there were not many provided. Lately we have had to turn Superintendents out of divisional stations for the purpose of getting more room for administrative work. In some cases the Superintendents are not provided with houses.

4960. Mr. HEADLAM.—When they are not provided, do they get allowances for them?—No. As far as the men are concerned, when they asked for an increase of pay about 1897 or 1898, one of the grounds on which they based their claim for an increase of pay was the increase of house rent. The Watch Committee met that by giving them rent assistance. It was stated that 5/- a week is what a constable ought to be able to afford for a house, and it was decided if a constable was paying more than 5/6 a week rent to allow him 1/- a week, and if more than 6/6 2/- a week; and for every sergeant paying more than 6/6 it was decided to allow 1/- a week, and if more than 7/6, 2/-. In answer to a petition of the men the rent assistance has been done away with and practically added to the pay. There is now no rent assistance.

4961. The CHAIRMAN.—If a man is provided for in the barracks there is 1/- a week stopped?—There are

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[Continued.]

very few single men accommodated in stations in Liverpool. In Birmingham and Cardiff they are.

4962. Do they stop?—Yes. 1/- a week is the usual stoppage for single men in stations.

4963. Mr. STARRIE.—Do the police in England pay contributions under the National Insurance Act?—All police forces with the exception of Luton, get exemptions. If they applied for exemption they would get it.

4964. Provided that when sick they should receive full pay for 3 months?—Yes, that was for dealing with a man who is on the sick list and going to be discharged. The Insurance Commissioners did not understand the position of policemen, and they made absurd stipulations.

4964A. What about the question of men taking their pensions directly they can?—Everything has been done to encourage men to stay after the pensionable period is completed. A scheme was instituted in Liverpool by which a man took his pension, and was immediately re-appointed at a special rate of pay, which he drew in addition to his pension. Under the Police Act, 1906, this has been provided for as follows:—When a man has completed his service for pension the police authority, if they think fit, may secure him his pension, and grant him an allowance for continuing his services. It would not be pensionable.

4965. The CHAIRMAN.—Was there any limitation as to the sum he could draw?—There is. The allowances under the Act of 1906 fixed in Liverpool were calculated to be a little better than what the man could earn if he took his pension and got other employment. The rates of allowance fixed were, in the case of a Superintendent, £50 a year, an Inspector £25 a year, a Sub-Inspector 8/- a week, a sergeant the same, and a constable 6/- a week.

4966. Mr. HEADLAM.—Has that proved a success?—Yes, I think it has. It attracts all we want to attract.

4967. You only want the pick?—Yes.

4968. What do the reserve do?—Just the same duty as before. It is merely a name, and it affects their pay.

4969. That 6/- to a constable, would it be in excess of what he originally drew?—It is 6/- direct increase on his former pay. You save his pension, and you postpone the prospective claim of another man who would take his place.

4970. Does that apply to sergeants?—Sergeants get 8/- a week. It applies all through.

4971. The CHAIRMAN.—As to subsistence allowance while away on duty, that varies with the different ranks?—Yes.

4972. And the amount for nightly subsistence allowance?—Is 8/- for 24 hours. I know the old 3/6 for sergeants and constables in Ireland. That, I think, is the same for a constable in the metropolis, and 4/6 for a sergeant.

4973. For a night?—Yes, the whole 24 hours. On several occasions recently there have been special grants. On the occasion of the installation of the Prince of Wales in Carnarvonshire a large Force of Metropolitan Police were sent up there. They were badly housed and fed. A special grant was made to them. In Liverpool a subsistence allowance is paid when away on official business 4 hours after leaving home. A constable who leaves at 8 a.m. is allowed 1/- for dinner, and if away until after 6 he is allowed 1/-. The total of the allowance per day must not exceed 6/-.

4974. I suppose that would occur frequently?—It would occur only, as a rule, in cases of detectives, or in cases of industrial trouble. The Police Act provides for one police Force lending to another. For instance, during the railway strike of 1911, I think I borrowed 500 police from the Birmingham, Bradford and Sheffield police.

4975. Mr. HEADLAM.—There has been a considerable increase in the detachment work during the last 5 years?—Yes, since the industrial troubles. For instance, the Metropolitan Police were down in Glamorganshire for about 6 weeks.

4976. The CHAIRMAN.—That pretty well exhausts the allowances?—There is a plain clothes allowance for men who do duty in plain clothes. In all big forces a certain number of men do duty in plain clothes.

4977. Mr. HEADLAM.—How much do you give them for that?—Superintendent, £11 a year; Sub-Inspector and sergeant, 3/- a week; constable, 2/- a week.

4978. I think we heard that a constable in Belfast got £10 a year for detective work?—In addition to that plain clothes detectives in Liverpool got what is called detective allowances that are supposed to cover incidental expenses. Everyone knows a detective has to put his hand in his pocket for various little things. A detective, of course, also drew his boot allowances. Then there was the detective allowance to cover ordinary incidental expenses. A constable would get 6/- a week, a sergeant 7/- a week, a Sub-Inspector £27 a year, and a Chief Inspector or Superintendent £30 a year. In Liverpool we were very liberal in paying the detectives out-of-pocket expenses. One knows a detective has to stand a man a drink, or something of that sort. A detective's allowance was supposed to cover that. If a detective made out that he had spent certain money in getting information, he would get that out of the Secret Service Fund. Liverpool treated the men more liberally than they were treated anywhere else, even in the Metropolitan Police. There are only two other allowances—a clerical allowance for the Superintendents' clerks of 3/- for a sergeant, and 2/- for a constable, and the bicycle allowance in Liverpool was 4/- a week for patrolling in the suburbs in the less busy places.

4979. That was only given to selected constables?—To men qualified to act for that duty.

4980. Mr. STARRIE.—Do they supply their own bicycles?—Yes, but in addition we kept bicycles in all the suburban stations.

4981. Mr. HEADLAM.—Were those allowances pensionable?—The allowances are not pensionable, but the extra pay is. We drew a distinction between extra pay and the other allowances. When a new allowance was granted it was always stated whether or not it was to be pensionable. It has been decided that pay is a technical term. In the case of Upperton and Ridley and another, it was decided that pay is a technical term, and it does not include all a man's emoluments.

4982. The CHAIRMAN.—Did it define more explicitly what it did include?—Upperton was a man who was employed in the Houses of Parliament. He claimed to be pensioned on the allowances awarded to a man on duty in the House of Commons. It was decided that he was not entitled to be pensioned on these allowances, as they were not pay.

4983. Perhaps you would tell us about the divisions in Liverpool. Are they called divisions?—Yes.

4984. By letters?—Yes.

4985. How many are there?—A to H. H was a division which embraced the staff office, the Fire Brigade, and so on. A to D were worked by one Superintendent and three Inspectors, who divided the 24 hours between them. E, F, and G were divided into sub-divisions, which were each in charge of an Inspector resident in the sub-station. E, F, and G were suburban divisions.

4986. The men parade for their beats, of course?—They parade for duty a quarter of an hour before the time duty begins. For the morning duty they parade at 5.45.

4987. They paraded at the division or sub-division station?—Yes.

4988. And then that division or sub-division as the case may be was divided into sections?—Yes.

4989. There was a sergeant for each section?—Yes, and the section was divided into beats.

4990. Mr. HEADLAM.—How many men in a section?—I think there were six beats in a section. Formerly we used to have extra men, that is seven men for five beats. Now I think it is six men to a section and five beats. The procedure was when the men assembled the sergeant would report to the Inspector the state of his section, who was present and who was absent, the Inspector would as far as possible equalise

the sections. The Inspector was responsible for providing for the beats in the best way he could from the men actually on parade.

4991. And the reliefs I suppose were at the heads or beats?—Well, a man was supposed to wait for his relief at the nearest point to the station. I think they generally got over the boundary, but the idea was that the nearest point of his beat was as far as he might go.

4992. Still he was bound to stay on his beat until he was relieved?—Yes, that means in the 8 hours' duty there would be really $8\frac{1}{2}$ hours between the time he left the station and returned to the station, and probably 9 hours between the time he left his home and returned to his home.

4993. They were allowed to go into stations for refreshments?—Yes, besides the division station we had a lot of stations called bridewells which a man knew he could go to from the particular beat he was on. In the old days a man used always to go at a fixed time that was probably well-known, but in late years we introduced a system under which a sergeant in fixing the men for their beats told them the hours they were to go in for refreshments, and he would vary them as much as possible from day to day.

4994. You have already told us of the men who did extra hours and the particular duties they were on for those extra hours?—Yes.

4995. Isn't it exactly the way in which duty is told off in the metropolitan district?—Much the same. I think some of the busy traffic is done by what they call split duty, that is 4 hours on and 4 hours off. A great deal of it used to be done that way, but in England the tendency has been for the continuous duty. The men like it better, as they do not waste so much time going to and from. The county scheme of 4 hours' day and 5 hours' night cuts the men's time up.

4996. When a man in a city or borough force has done his beat duty for the day or night is he, under ordinary circumstances, free until his hour comes again?—He is his own master until the next time he is wanted for duty, unless an emergency arises.

4997. Can he dress in plain clothes?—Yes. We provide uniform for the purpose of actual duty.

4998. Mr. HEADLAM.—Would a single man in barracks also change into plain clothes in his free time?—Yes, and go out and enjoy himself. Of course the restrictions on men living in stations vary in places. In Liverpool, except in suburban stations we had practically no men living in the stations.

4999. What about leave in the English police forces?—It is rather in the melting pot. The Weekly Rest Act says there must be 52 days in the year in which a policeman under the rank of Superintendent shall not be called on to do police duty. That is obligatory. It is open to the Secretary of State to make modifications for rural districts, but he has not done so yet because it does not come into operation until July of this year. My impression is that some of the promoters of the Act had been led to believe that a policeman never had any leave and was working from day to day all through the year. As a matter of fact a period of annual leave has been granted to the men of from 7 days upwards. The average is 10. In London they got 14 days' leave. Our men in Liverpool got ten days, the sergeants 12 days, the Chief Inspectors 21 days, and the Superintendents a month.

5000. Mr. HEADLAM.—Have they as a rule brought up the forces in England to the strength at which they are able to do this extra day a week without increasing the duties of the existing men?—I think the majority have. They all have got to do it by July. There was a White Paper published showing the forces which have added on.

5001. In cases where there is only one constable in a district how are they to provide for a substitute?—Some are making arrangements that the surrounding constables shall cycle in.

5002. There will be no question of paying the travelling expenses of the substitute?—It may come in on the question of bicycling mileage, that is all.

5003. As regards the variations in the rates of pay in the different forces, they vary, I suppose, more or less according to the rates of wages current in the different places?—That used to be the plan. The pay of the county police was something better than the pay of the agricultural labourers in that particular county. In the manufacturing districts the pay was fixed so as to attract the artisan. Nowadays the rates of pay are fixed in accordance with the scales of other police forces who are competing for recruits.

5004. There are police forces not only in England and Wales, but in the Colonies. Do you find many men going to the Colonial forces?—Yes. The police force in Toronto, for instance, is largely recruited from the Royal Irish Constabulary. The Detective Inspector is an old R.I.C. man. They also get a good many from the English police forces.

5005. I suppose the rates of wages are higher than in England?—They are higher, on paper, like the nominal pay of the New York policeman. There is a bit of back-wash going on now. Men have gone out there to find things are not what they used to be. I have known men to go out to Canada to join the Toronto police or the North West mounted police. It is harder to get into the latter. I remember three sons of a Liverpool pensioner who went to Canada, two to join the North West and one the Toronto police force.

5006. I think you told us it is more difficult to get recruits now than 10 years ago?—Yes.

5007. Have many police forces had to reduce their standards?—I don't know. We had to reduce it in Liverpool. Our standard was 5 ft. 10 ins., and we had to take them on at 5 ft. 9 in.

5008. And a lower standard of education?—Yes.

5009. Do you think recruits coming there now are much the same class as used to, or are they a lower class?—I think it is both. The better pay is increasing numbers of better educated men from one direction, but on account of the difficulty of getting recruits you have to take men from another class too.

5010. The Force is getting more mixed?—Yes. For instance, I was down in South Wales last week or so and the recruits I saw in plain clothes I would describe as being poor.

5011. In spite of the high wages given?—Yes.

5012. They are high wages?—Yes, especially when you look at the pension, and the certainty of drawing the wages all the time. You have no strikes or lock-outs, and if the men will only have the sense to look at it the pay is good.

5013. Do you think the rise in the cost of living has anything to do with the increase in the pay given?—Yes. That has been put forward where they have been applying for increases.

5014. The county police authorities recognise that rise?—Yes. Of course the increase of pay has two objects, one to attract recruits, and the second to keep the men you have got pretty much in the position you offered to them when they joined. If the sovereign they had 20 years ago is worth less now, to keep them in the same position you have got to give them more.

5015. Do you think the average policeman is a better educated man now that he was 10 years ago?—I do not think I would say that.

5016. The standard of education has risen generally, and has not the standard of the police force also?—I doubt very much whether there has been any increase in the standard of education in England within the last 10 years. It is harder to find a good police clerk now than it used to be. I do not think the average elementary school boy is educated to be a very valuable citizen, but that is only my private opinion.

5017. The CHAIRMAN.—I believe most persons in business who take in lads have experienced that?—Yes.

5018. The average office boy has deteriorated?—Yes, manifestly. Superintendents of long service tell me it is almost impossible to find good clerks now. If you look back in the old police books the writing is far superior to what it is nowadays.

5019. Mr. HEADLAM.—Have you got any figures as to resignations from the police?—No. They appear in the returns that we get from the forces we visit.

5020. You could not say off-hand whether a larger proportion of men are resigning?—I think the year before last they told me in Liverpool they lost 20 men by emigration, that is about 1 per cent. of the force.

5021. I don't think you touched on the question of widows' pensions?—In the Police Act of 1890 there is no power to grant pensions to widows, except in the case of death from injuries received on duty. The police authority may give a gratuity equal in amount to one month's pay for every completed year of service, and, as a rule, they do, to the widow and children, but they cannot give pensions except in the case of death due to injuries received on duty.

5022. There is no special allowance made in English police forces to married men merely because they are married?—No. There was a rent assistance in Liverpool which would, as a rule, apply only to married men. If a man kept his mother or sister he would be regarded as a married man.

5023. You said you accept recruits as married men?—Yes.

5024. In the Irish Force they are not allowed to marry under 7 years?—Yes. When I joined the Force when the old rules were in force a man could get married only after 10 years, and not then except there was a vacancy. They changed the rule so that a man could get married without any reference to the number of married men, and this made an enormous difference economically in the position of the Irish policeman. It affected not only the married man who married earlier in life before he had saved enough money to be married, but it affected the single man by affecting the number of men messing together in barracks. That was beginning to show itself in Ireland before I left in 1895.

5025. In one of the revisions of salaries in the Post Office a Committee recommended a definite rise of salary to men at a period at which they might be expected to marry, which was put at 25 or 27 years. Do you suppose that might be one of the reasons for increasing the pay of the English police forces? I do not know the proportion of married men in the the Royal Irish Constabulary now, but, speaking generally, in the English police forces there are far more married men than there used to be in the Irish police, or than there are in the Irish police now. You must remember this, that in England when a man has been married 15 or 16 years he is entitled to look upon his children as wage earners. It is reasonable to expect that they will then be bringing money into the house in England, especially in large industrial centres where there is plenty of employment for young persons. You could not do it in Liverpool, for Liverpool is short of employment for young persons.

5026. That is what has occurred to me, that at the age of 15 or 16 a man's children ought to be a help to him, but that is not the case in Ireland?—No.

5027. The proportion of married men in the ranks of the Royal Irish Constabulary on the 31st December last was 3,945, single 6,314, out of a total of 10,259?—In Glamorganshire, a force whose conditions of service approach more nearly to the Royal Irish Constabulary, they would not have any larger proportion of married men, though in Liverpool, out of a force of 2,000, 1,300 of them would be married.

5028. Mr. STARKIE.—More than half of those unmarried in the R.I.C. are prohibited by the regulations from getting married?—In some of the counties the Chief Constables have rules that the men may not marry without permission. That is mainly with the idea that they will marry suitable persons.

5029. Mr. HEADLAM.—You said earlier in your evidence something about the proportion of constables to population. You said it was generally laid down 1 constable to 1,000 inhabitants. Is that Statutory?—I rather think it is Statutory. They need the approval of the Secretary of State for anything exceeding that. That applies only to the counties and not to the boroughs, and in a great many cases it has been exceeded. For instance, in Berkshire it is 1 to 653, and in Bucks 1 to 967.

5030. The CHAIRMAN.—Does this mean that the Constabulary provision is that there must be at least 1 constable to 1,000 people?—No, sir; that there must not be more.

5031. But that is the average?—As a matter of fact you can sweep that out of the question, as nowadays practically any increase of the Force which the police authorities suggest the Home Secretary approves. In some cases the Inspectors urge the authorities on.

5032. Mr. HEADLAM.—There is nothing laid down about the proportion of sergeants to constables in the Home Office regulations?—No.

5033. I notice that the proportion of sergeants to constables is higher in Ireland than in the English police forces?—I made a table some time ago on the proportion of those who hold the rank of sergeant. It varies a great deal.

5034. These English constables who live by themselves in a village have to take the responsibilities of the district?—Yes. The county training is better for that than the town training. The ordinary town policeman is seen by a sergeant every two hours, and the ordinary county constable may not see a sergeant or anybody who would give him advice once in a week.

5035. I think I saw in one of the earlier Committees an Inspector of Constabulary gave evidence that a sergeant saw his constables once in 24 hours in English country districts. There is no definite rule?—I should think he was rather mistaken. For instance, if you take Berkshire, there are in one division only 2 sergeants to 22 stations, and a sergeant there could not possibly see 11 stations in 24 hours. Even if these sergeants had only 6 constables I do not think he could see each of these 6 in 24 hours.

5036. Is no drill required of constables in England?—Yes, all are drilled when they join. In some cases the standard is higher than in others. The standard of drill is higher in the South Wales forces than in any part of England. The Cardiff men drill like guardsmen. I saw them drilling the other day, and they did their turning with the accuracy of guardsmen. In Glamorgan they are very well drilled.

5037. The CHAIRMAN.—Is that the Celtic instinct?—Well, of course, the Irishman takes easily to drill. In the case of Wales it is probably due to the taste of some Chief Constable in the past, and it spread to the surrounding counties.

5038. In Cardiff they have the barrack system more or less?—In Cardiff they do more in the way of housing single men than most places. Birmingham is the principal district in this respect, and Cardiff next.

5039. In these places the men cater for themselves as a rule?—Yes. Generally the wife of a married policeman of some rank acts as a cook, or perhaps a servant is employed. In some places one man is told off every week to act as messman, and he does the cooking.

5040. In big places are they able to get their food cheaper by contract prices?—Owing to the fact of so many living together they do get their food cheaper. It is a question of management in each place.

5041. As regards servants in these barracks, does the county pay for the upkeep of the barrack?—Yes, there is one place which occurs to my mind where they do pay for the servant.

5042. As a rule men have to elub together if they want a servant?—They do not do that. As a rule that sort of thing falls on the wife of a married member of the force living in the station, and she gets something for it.

5043. They do not have the army system of fatigues amongst constables?—There is one force where one man is allowed to be told off every week for fatigue and to cook.

5044. That is not general?—No, not general.

5045. Generally speaking they provide themselves with someone to clean up and cook, the wife of a sergeant or a hired servant?—Yes.

5046. At any rate, the county gives no allowance towards that?—Not as a rule.

5047. Now as regards fuel and light for the barracks?—There is a fuel allowance for the guard room and the heating apparatus of the cells.

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5048. That is not supposed to apply to the living rooms of the men?—In some places it does, and in some places it does not.

5049. They are given an allowance, and they can save out of it if they are able?—No, there is coal allowance made to the station rather than money.

5050. Is the chief constable in England supposed to keep himself abreast of legislation, with new Acts of Parliament, and so on?—There have been a good many Acts passed recently which have thrown new duties on the police?—These are generally communicated to the Force in the shape of a General Order. The chief constable generally boils it down if he can, and if not he throws the Act of Parliament at them.

5051. How often, as a rule, does the chief constable of a county inspect the stations?—I don't know. I should think in the larger counties if he saw every station once a year he would be quite content.

5052. It is not laid down by the Home Office that so many inspections must be conducted?—Oh, no.

5053. The chief constable has great power. He is more like the Inspector-General of Constabulary here than a County Inspector, I suppose?—He has superior powers.

5054. That accounts for the high salaries?—I don't know that you would get any of them to agree that there is a high salary paid.

5055. I mean as compared with the County Inspectors in Ireland?—Yes. The chief constable has statutory powers in regard to the Police Force. He is practically responsible to nobody. He is responsible, as far as management is concerned, to the Standing Joint Committee. Though the approval of the Home Secretary is necessary to his appointment, he has really got no responsibility to anyone. The Home Office may give him advice to a certain extent, and he may tell them to keep their advice. In the big industrial counties it is a very responsible position. You cannot draw a comparison as to pay, as it varies so much.

5056. I only asked because we have been given a comparison of the various rates of pay?—No doubt the county chief constable has a large amount of responsibility which the County Inspector in Ireland has not.

5057. You told us a rather interesting thing, that you started an unemployment bureau for pensioned policemen?—Yes, a man on entering on pension was put down on the list, and people who wanted good reliable men would apply to us.

5058. That proved successful?—Yes, we got a lot of them jobs.

5059. You helped that considerably?—Yes.

5060. Even when they got employment they took comparatively small wages, say 10/- or 12/- a week?—No, a good class of watchman is worth 25/- a week.

5061. As a night watchman would he get that?—Yes.

5062. I have heard several times in England that the principal applicants for small holdings under that Act were ex-policemen in the country districts. Have you found that?—I have no knowledge of that.

5063. Did you tell us anything about cases of injuries on duty? In English police forces are there special provisions for compensation?—Yes; the Police Act of 1890 deals with that, and it applies to injuries due to accident and non-accident. There has sometimes been the question that if an ordinary man was injured trying to stop a runaway horse you would say he was damaged by accident. In the case of a policeman it has been said it is non-accident, for it is his duty to prevent public danger caused by the runaway horse. That is in the Police Act of 1890. You may take it as a rule the police authorities interpret their powers fairly liberally.

5064. If the police are injured in riots, or feloniously injured by prisoners, and so on, they come under that Act, I suppose?—Yes.

5065. Do you find generally in England the population is willing to help the police if they are engaged in a struggle?—Well, there has been a great change. The industrial population in England has changed a good deal in the last few years. At the time of the railway trouble we found people engaged in rioting whom we never suspected of any tendency that way before.

5066. There is less sympathy with the police than their used to be?—It is alleged by one party in the social world—I am expressing no opinion—that the Trades Disputes Act had a certain effect that way.

5067. It has been given in evidence before us that the people on the whole are on the side of the law in England, and in Ireland they are not?—It is not what it used to be. A number of recent Acts throw certain duties on the policeman, and they do not give him the power to call on the citizens to help him. They make a hermaphrodite animal of him. The effect is to decrease the power of the police for the preservation of order by throwing on him these extra duties and decreasing the willingness of the people to help him. A policeman who calls on the ordinary civilian to help him in a street row is entitled to help, but if that policeman was acting in the capacity of a finance officer or school attendance officer he may be told to go to blazes when he asked the ordinary citizen to help him, and that would be within the law. I have known plenty of cases in Ireland where people have helped the police, and I have known plenty of cases in England where people have refused to help the police. I think it is becoming more alike in the two countries. Everyone obeys what laws seems fit to him nowadays.

5068. If a policeman gets into debt, what happens to him in an English police force?—That depends on the particular force he is serving in. It is entirely a matter of regulation. The regulation in Liverpool was that any member of the force who engaged in loan transactions, or who refused or neglected to pay a just debt, would be deemed guilty of an offence against discipline punishable by fine or otherwise. There are very few police forces that have a definite disciplinary code. I practically cribbed that (the Liverpool Police Code) from the R.I.C. Code. In county police forces the chief constable has absolute disciplinary power. He can dismiss a man without consulting anybody. As a rule, the chief constables are men who can be trusted with that sort of discretion. In a borough the difference is that punishments are only operative at the discretion of the Watch Committee.

5069. As a rule, do constables save money?—Occasionally I do hear of men who have saved money, but I think the majority do not.

5070. They rely on their pension for their future?—Yes, and what they can earn otherwise.

5071. There is no system of merit or good service pay in the Royal Irish Constabulary, as far as I could make out. That has been urged on us by several witnesses. Have you any experience of the working of that system?—Merit pay in most forces is really not merit pay, but good conduct pay. There is a merit class to which men are advanced as a reward for long service and good conduct. In some cases they have merit pay, shown by a merit badge, that is given for some particular act of police duty or bravery, or continued good service, but it is not altogether satisfactory. In Liverpool a constable could be granted merit pay of 1/- a week three times, but he loses it on promotion. A sergeant could be granted merit pay once in addition to the ordinary increments, and it was pensionable too. That was lost on promotion to a higher rank.

5072. There would be less need for that if the promotion or attainment of a man's maximum came after attaining a fixed period of years?—It does now generally in every borough force, and they continue the merit pay as well. I think it has been done away with in Liverpool, as it is not mentioned in that new scale. My own inclination was to treat a man liberally in the way of reward for some special act of good service, for after all that was a reward for a definite act. If you reward a man for some definite act of good service in a year or two he might become a hopeless slacker, and unless you had something definite against him, you could not take his merit pay away from him.

5073. That is to say you gave a lump sum?—Yes. We distributed something over, I think, like £1,000 a year in Liverpool for all sorts of odds and ends.

5074. That, of course, was not pensionable?—No. In boroughs practically all increases of pay are purely

automatic. As soon as a man attains a certain service up it goes automatically. In county police forces that is not so. The Home Office suggested that a man on joining the Force should be placed in the third class, and promoted to the second and first class only as qualified. When a constable is placed in the first class, he is to be considered a trained and efficient policeman. In the county police forces all that depends on the discretion of the chief constable. We have been trying to urge upon the counties to adopt a purely automatic scale. In a large county with perhaps 8 or 10 divisions a chief constable does not know all his men, and again, he cannot be certain that Superintendent A. judges his men on the same standard as Superintendent B., and so on. A. may be hard on the men, and B., on the other hand, may like to save himself trouble, and push up every man he can.

5075. Do you see any advantage in giving a man the rank of acting sergeant to see if he fit for the post before coming a substantive sergeant?—There are acting sergeants in England with duties a little more than a constable's and less than a sergeant's. It is not as a probation to sergeant, though, as a rule, a man who is acting would become a sergeant.

5076. I think you gave us some figures as to the length of time it takes a man to be promoted from constable to sergeant. Could you give us some figures to show how long it takes a man to become an Inspector and Superintendent?—No; I have no figures. If available, I do not think they would be of any assistance.

5077. Because the circumstances vary so much not only with the forces, but as to the circumstances within a force?—Yes. A man may become an Inspector in, say, 20 years, but a great many forces have no Inspectors. That is one of the difficulties of comparing the different ranks of the English police forces with those of the Royal Irish Constabulary. In most memorials a head constable is compared to an Inspector. You might say he was equivalent to some Inspectors, and in other cases you might say he was in a far superior position to some Inspectors.

5078. Mr. STARKIE.—How would a chief constable compare with a District Inspector in the Royal Irish Constabulary?—Take, say, the Borough of Reading with a force of 108?—The chief constable of Reading was an officer in a Highland regiment. His pay is £600 a year, which is large for the borough.

5079. The District Inspectors have been compared with some chief constables of counties and boroughs in England, such as Clitheroe and Tunbridge?—Clitheroe has only a force of 12. Who made that comparison, surely not a District Inspector himself?

5080. Yes.—If any District Inspector asked me about a vacancy in the chief constableness of Accrington or Clitheroe, I should say recommend one of your sergeants for it.

5081. And Blackpool?—Blackpool is a place you have not got in Ireland that lives on catering for trippers. I should not advise any District Inspector I knew to be a chief constable of Blackpool. Perhaps I may be paying more attention to the social environment, but that is a factor in the question.

5082. These were places selected by some District Inspectors?—A pity they did not consult somebody who knew something about the places then.

5083. Is there promotion by competitive examination in any of the large city or county forces in England?—I don't think so. They did propound a scheme of the sort at Portsmouth last year. The Chairman of the Watch Committee at Portsmouth had been trying to suggest some competitive examination for promotion, but I had to put my face against it. After all education is only a qualification. You want first of all to get a good policeman.

5084. The CHAIRMAN.—Just take this illustration of Clitheroe, where there is a force of 13 men: there must have been some consideration merely apart from police responsibility in giving a Commandant of that force £249 a year?—I think that is about as low as they go.

5085. And for 102 men at Blackpool the salary is £500?—There is no common ground of comparison. Much depends on the individual chief. You must con-

sider the question of the individual length of service. One may be a commencing salary, and the other a salary after a considerable number of years' service. I know the man at Blackpool has only gone there within the last year or two, and the Clitheroe man has only just gone there. For instance, now, there is Reading, with a salary of £600, and Birkenhead always paid £500. One or two others have run very low.

5086. It depends upon the individual perhaps who is a candidate for and who gets the appointment?—No, the pay is always fixed and advertised before the appointment is made. The borough chief constables are sometimes appointed at a progressive salary. Wigan are advertising for a new chief constable, and I think they have advertised a salary progressing by bi-annual increments of £10. As a rule, he is appointed at a definite pay, and it is a matter of good luck or bad luck whether he gets more pay. It is a matter of working influence in the local Council. It is not a desirable state of affairs, but the appointments are made on the same principle.

5087. Mr. STARKIE.—How would you compare the responsibility of the chief constable, say in Bristol, with that of the Town Commissioner of Belfast?—The man in Bristol has nobody to look to for advice or assistance. He has to decide whether he will requisition the Lord Mayor to requisition troops. He might consult the Home Office, but it is purely a question of whether he likes to take the advice or not. The responsibility for the preservation of the public peace in Ireland rests with the magistrates.

5088. Mr. HEADLAM.—With Dublin Castle?

5089-92. Has the chief officer of police in an English town to take the responsibility?—He may take the Mayor's advice, but if anything goes wrong, the chief constable is the man who has to suffer.

5094. Mr. STARKIE.—The county chief constables do not appear to be in a subordinate position?—The county chief constable is appointed by statute. The borough chief constable has, no doubt, certain authority over certain constables. He is only a constable to whom the Watch Committee assign certain duties and responsibilities over the other constables.

5095. Mr. HEADLAM.—In this country a sergeant in the R.I.C. gets charge pay if he is in charge of a station?—That is something new to me.

5096. Is there no similar regulation in any English force you are acquainted with?—No, but in some counties, such as Gloucestershire, they invariably have two constables in every station, and the senior constables get something. In these counties they sometimes employ acting sergeants. In London there is a distinct rank, station sergeant, what in Liverpool we call a bridewell sergeant. He is the person who is responsible for whether a man was to be locked up or not. That man sometimes got privileges. He had the privilege of living in the station, and he was kept indoors instead of having to do duty in the street.

5097. Mr. STARKIE.—That is the way in the D.M.P. also?—Yes.

5098. The CHAIRMAN.—When a prisoner is arrested in Liverpool, where is he taken?—He is taken to the nearest station.

5099. There may not be accommodation there to detain him?—I mean the nearest station where there are cells.

5100. Are there cells at all those various stations?—Not in all, but in something like 20 of them.

5101. Are the prisoners kept in the cells for a certain period?—Until they are collected for Court in the early hours of the morning by the vans. Each of these stations is in charge of a sergeant. In England we have a system of what we call "Refused Charge," though the constable in the street thought it necessary to make an arrest, and though he was legally justified in making the arrest, if the sergeant came to the conclusion that it was not necessary to detain the man in custody, he would refuse the charge and release the prisoner. There may be subsequent proceedings by summons, and sometimes he might come to the conclusion that the constable was wrong. It was his duty

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[Continued.]

to see that every man brought there properly in custody was detained, and that everybody brought there who ought not to be detained was discharged.

5102. Mr. HEADLAM.—Is there anything analogous to what is called "marching money"?—Well, there is the bicycle allowance. If a man has to go a long way he would get some little allowance. It differs according to the counties and means of transit.

5103. The CHAIRMAN.—Things have not changed for the better since you were in the Royal Irish Constabulary?—When I left the Force, I was a second-class

District Inspector, and was drawing, I think, about £172 a year. That kept me, but it would not keep anybody else in addition. Things are far more expensive now, and everyone lives on a higher scale than they used to. I served 12 years in the R.I.C. I think I had besides pay £800 in 12 years. Of course, I was not married. It was not a living pay for a married officer, and, of course, things are far more expensive now than they were in 1895.

5104. The CHAIRMAN.—Thank you. You gave us a great deal of useful and interesting information.

Mr. O'N. F. KELLY, Barrack Master, examined.

5105. The CHAIRMAN.—Mr. Kelly, we have received a communication* from you submitted by the Inspector-General, drawing attention to your somewhat peculiar position as regards pension. Now, perhaps, you would just let us know yourself what you wish to put before the Committee?—When I joined the service as a cadet in 1879, all the Force except those who joined prior to '66 were under the pension scales of 1874, that is the 37th and 38th Victoria. Every officer from the Inspector-General down was pensioned under that Act if he joined subsequent to 1866. In 1882 the Act 45th and 46th Victoria, as regards County and Sub-Inspectors, as then termed, gave a pension of forty-sixtieths. Consequently when that Act was passed, I came automatically under its provisions. I remained under the provisions of that Act until promoted barrack master in 1908. There was an amending Act passed, the 8th Edward VII., cap. 60, which provided that the provisions of Section 3 of the Act of 1882 relative to pensions and allowances were, with necessary modifications, to apply to every Assistant Inspector-General of the R.I.C. who retires after the passing of the Act. I think, however, that by an unintentional oversight the Barrack Master was omitted. He remains under the inferior scale of the provisions of 1874. Up to the 9th February, 1909, I still was entitled to my pension of forty-sixtieths, or two-thirds. When I was appointed barrack master I reverted to the pensionable scale of three-fifths, which makes a difference of £33 a year. If I am pensioned as I should be under the Act of 1882, my pension would be £330; if under the present inferior scale of three-fifths, it would be £297 exactly—that is a serious difference of £33 a year. I rank as a County Inspector. I do not think I am abusing any confidence when I say the late Deputy Inspector-General, Sir H. F. Considine, told me that the omission of the Barrack Master's name in the Act of 1908 was quite an unintentional oversight which would be rectified, and that, as far as I am specially concerned, is all I would wish to bring before your notice.

5106. Anything else?—Of course, I wish to associate myself altogether with the evidence as regards increased cost of living given by the other officers—the County and District Inspectors. I had a voice in selecting them, and I agree with what they say, but in considering and in making your recommendations, whatever they may be, I hope that you will include the barrack master in the same scale of pay as the County Inspectors. There is no difference, except that the name is different, and that is all. In 1904 the whole system of supplying all equipment and other material was changed. Prior to that all the contracts for the supply of materials for the Force were done by the War Office, and the barrack master had practically nothing to say in the matter. That system existed when I was a cadet officer in the Force. Since 1904 contracts for the equipment of the whole Force are made by the Inspector-General. All the material goes now to the Depot, and is passed there by me for all the Force. That, of course, adds very largely to the responsibility as well as the work.

5107. Mr. HEADLAM.—What was the reason of that change?—I do not know, but the fact remains that the contracts are now made by the Inspector-General, and

that equipment and the cloth for the whole Force of Ireland comes to the Depot, and is passed by me.

5108. Is there an improvement in the quality?—I would not say that there is an improvement of the quality, but it is good, and we get it more expeditiously.

5109. Do you know anything of the financial effect of the change—whether it is cheaper to do it in the present way?—I would not like to express an opinion on that. I have the amount of the cost, but I have not the comparative figures of what it cost the War Office, but it is admitted that we get it done more expeditiously.

5110. The CHAIRMAN.—Does the clothing come to you cut?—No, in bales. It is tested at the Depot. We have an expert on my staff who tests it for its quality and the permanency of its dye. It is then passed through the machines and folded and stamped. Then it is rebaled, and I send it out by order of the Inspector-General as required.

5111. Does the clothing come back to you again before it is issued to the counties?—No; it goes from the contractors to the counties, but, of course, all surplus clothing and other store things from the counties come back to me.

5112. You mean all clothing in which there is still any wear?—Yes, part of it, of course, is used for recruits—the great coats and all serviceable articles, but the trousers are never re-issued. Sometimes they may go to contractors in London, the same as all condemned bedding and everything else.

5113. Mr. HEADLAM.—Is the cloth made in Ireland?—Only a small percentage, though there is quite a good deal from the Athlone Woollen Mills. Irish contractors were not used to that sort of work, and we found it very difficult to keep them up to the standard. The Athlone Woollen Mills have taken a good deal of orders recently, and executed them very satisfactorily. Most of the cloth comes from Yorkshire and Scotland.

5114. Is there any other Irish competition?—Yes, Mahoney's, of Cork, and the Caledon Mills in Tyrone. Speaking roughly, the average amount in the year would be £73,000 to £75,000 altogether of various cloths of all sorts. I think there are 16 different sorts to be tested, and I am responsible.

5115. Do you remember the cost of the cloth-testing machine?—About £25. The whole machinery is run by a gas engine.

5116. It was rather more than £25?—£30, but, of course, it lasts for a long time.

5117. Mr. STARRIE.—The salary of the barrack master does not appear to be fixed by Parliament?—No, the Treasury.

5118. It states, "Such annual salary as His Majesty's Treasury shall approve"?—I would prefer it was fixed by Act of Parliament. My predecessor asked for an increase of salary on the grounds of increased financial and other responsibilities.

5119. That is on the change of the War Office contracts?—As regards everything except clothing. The Treasury acceded to it, and fixed his salary at £420, but determined that his successor should have only

**Vide* Appendix XXX.

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Mr. O'N. F. KELLY, Barrack Master, examined.

[Continued.]

£400. Subsequent to that decision the whole of the clothing system was added on, and, of course, this increased the work and responsibility.

5120. Mr. HEADLAM.—What has the expert got in the way of salary?—I do not know. He is under the Inspector-General. He is from Scotland, and is not a whole-time officer. He comes from Galashiels periodically when the clothing is ready at the Depot. I sign his reports, and certify the accounts to the Inspector-General.

5121. The CHAIRMAN.—Authority for the payment of the salary of the barrack master is attributable to the

fact that it was formerly held by a civilian?—Yes. I think it was a long time back. It was prior to 1860, because I know from papers that that is so.

5122. You associate yourself with the statements of all the other officers?—Yes, sir, being a married man myself, I need not add anything to what they have said. I have been a poor man all my life, and I have never been extravagant.

5123. Mr. HEADLAM.—Your chief point is the question of pension?—Yes. I identify myself with the other officers, as regards cost of living and other matters.

Mr. JAMES V. DALY, Veterinary Surgeon, R.I.C., examined.

5124. The CHAIRMAN.—You are veterinary surgeon for the Royal Irish Constabulary?—Yes, sir.

5125. You have occupied that position since 1st October, 1886?—Yes, sir.

5126. Now at the time of your appointment was there any understanding as to what time you were to devote to your duties?—I was to give all my time.

5127. There was an understanding that you were to give your whole time?—Yes.

5128. And that you were not to engage in practice as a veterinary surgeon?—Certainly.

5129. There was a change made on 31st December, 1887, as regards the terms of your appointment?—I was appointed, as I understood, permanently, and then I was told that the Chief Secretary changed my appointment to a 3 years' appointment. Lord Londonderry was made aware of that, and he said it was unfair.

5130. The Lord Lieutenant approved of your appointment being made permanent?—Yes.

5131. You then undertook any increased work that might devolve on you the same way as your predecessor?—Yes.

5132. And that you were to go anywhere ordered?—Yes, sir.

5133. Now your salary, Mr. Daly?—£200 a year.

5134. And your allowances?—A County Inspector's allowance of £50 for a house, a servant's allowance of £45, and I am allowed so much for medicine for the horses.

5135. You keep a stock of medicine?—Yes, sir.

5136. I suppose you do not count that as any profit?—It is not, sir. I have to give them milk and spirits, and different things. When the horses had influenza at Christmas, I had to put in all hours of the day and night with them, and they had to get stimulants—whiskey, milk and everything to try and keep up the strength.

5137. You say also when you are absent on leave you have to supply a substitute at your own expense?—Yes.

5138. Do you take leave annually?—Yes, the shortest I can.

5139. Whom do you employ?—Mr. Allen, of Frederick Street. I submit his name to the Commandant, and he approves of Mr. Allen acting when I am away.

5140. Now you wish to bring some matters before this Committee. What is it you wish to say?—Well, sir, I hold the same rank as the doctor, and I think my pay should be more approaching his.

5141. What is the doctor's pay?—£400 a year, just double. I think mine should be made to approach more to his. In the army they treat them the same.

In the code it says distinctly that as regards all extra pay and allowances the veterinary surgeon shall be in the same position as the doctor. We are of the same relative rank. Then as regards pension, I was left out the same as Mr. Kelly has explained. I cannot see why I should not get forty-sixtieths.

5142. Mr. HEADLAM.—Are you pensionable on all these allowances?—Yes. I would be very pleased to find I would be pensionable on the medicines, but I am not.

5143. Mr. STARKIE.—Under the Act of 1883 you would have to have 40 years' service?—30, sir.

5144. Under that Act it is forty-sixtieths at 40 years' service, or at 60 years of age?—I would not complain of that. My pension would be so very small on the present scale of pay, I really do not know what is going to come to me at all. It is nothing to look forward to, at any rate. My predecessor came from the army. Of course, he had a good pension from the army, and the position was practically made for him. That accounts for the smallness of the salary of the veterinary surgeon. I am the second occupying the same position. It was formerly held by a civilian. It was found that did not work. I have to look after the horses in Galway, Belfast, or wherever they may be.

5145. The CHAIRMAN.—Where are they kept?—In Cork, Belfast, Dublin, Waterford, and other places. If there is any disturbed district they would send down two or three.

5146. Are there fewer horses now than there were before in the Force?—Yes.

5147. How many were there when you were appointed?—They were reduced from 230 to 100 in my time, but I am accountable to prescribe for the horses of the officers, according to the code. There are also 230 officers, and I must attend to their horses and prescribe for them.

5148. But as a matter of fact we learned that a good many officers do not keep horses now?—I had to do it, and still the greater number keep horses, sir, but I should not be made to suffer for that. I am at their disposal if they want me, and I have to provide a substitute when I am absent. When I am absent some grant ought to be made for my substitute, and I wish to be considered eligible for good service pay if I can get it.

5149. Mr. HEADLAM.—How much leave do you get?—I am entitled to 52 days a year. Then, of course, during sickness I have to provide a substitute too. In the army a doctor and veterinary surgeon are treated the same, and I do not see why I should not be treated the same as the doctor.

5150. How many horses are there in the Depot now?—About 35, and officers' horses.

Major RICHARD EDWIN ODLUM examined.

5151. The CHAIRMAN.—You were appointed to your position on 8th September, 1903?—Yes, sir. I would like to read out a few notes on the whole case. In submitting my case, sir, I beg to state I am the only member of the Royal Irish Constabulary liable to mounted police duties in addition to riding master. My appointment was made in 1903. I retired from the army early to take

up the position. I was warned at the time that the emoluments would be reduced lower than my predecessors, which I was prepared for seeing he had long service, and had attained the higher grade available to him—namely, first class District Inspector, with a salary of £300, good service pay, and fuel and light,

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Major RICHARD EDWIN ODLUM examined.

[Continued.]

and other allowances. The Treasury on my appointment offered £125 per annum, the salary of a third-class District Inspector, and without fuel and light. This I accepted at the time, but quite expected the usual increase given to all other District Inspectors after 3 years' service. On applying for an increase I was told no mention was made in their records on the matter. According to the Finance Code, no special salary is fixed for the riding master, the same as the doctor and veterinary surgeon. I therefore claim that the position of riding master is included in the position of District Inspector, and I am therefore justified in expecting the increments as laid down.

5152. The CHAIRMAN.—Did your predecessor occupy a position in the list for seniority District Inspector?—He did, sir. He got increments as they became due, and in addition he got free fuel and light, and he was also entitled to receive a fee of 2 guineas from each cadet officer.

5153. Do I understand now distinctly that your predecessor was entered on the list of District Inspectors of the Constabulary, and in the place he would occupy by seniority and rotation?—That is quite right, sir. He moved up the list automatically.

5154. Mr. STARKIE.—Did he join the Force as an ordinary District Inspector?—No, sir. He joined from the army the same as I did myself.

5155. The CHAIRMAN.—How many years was he riding master?—I think 27.

5156. And he had attained then the position of first-class District Inspector with £300 a year?—Yes. He had the rank of first-class District Inspector, and he had also £30 a year good service pay, making his salary £330, with free fuel, light, quarters, and the other allowances.

5157. How many years have you been there?—I am in my eleventh year. I have got over ten years' service. Now I respectfully submit the Treasury cannot, with justice, refuse me the benefits of the Finance Code on the terms laid down and confirmed by the Constabulary (Ireland) Act, 1908. I am entitled to consider their decision a harsh one, £125 per annum minus fuel and light not being a living wage to support the position of an officer. My whole time is always at the disposal of the authorities, the same amount of training is done now as by my predecessor, and I have the responsibility officially and otherwise as company officer, and am referred to as such in the Depot Orders and in the Finance Code.

5158. You have charge of the troop?—Yes; I am responsible officially for that. I do the full duties of a District Inspector, and in addition the duties of a riding master.

5159. What is the strength of the troop?—Forty-one at the Depot. It is constantly changed. I have to train horses and men to take the place of those going away or discharged on pension. I am allowed an establishment of 40 to supply the needs. My predecessor was granted £300 per annum, and I ventured to point out that the Treasury, under these circumstances since my appointment 10 years ago, have saved £220. This amount largely exceeds the intention of the Royal Warrant, Rule V., after paying my predecessor a pension of £204 and my salary of £125, minus fuel and light. Within three years a District Inspector of the third class is promoted to second class. I maintain that for the first three years I should have received £215, and for the next 5 years £165, and the next 4 years should bring me up to £180. Of course, I have not completed that 4 years. A man on entering the first class gets £225 a year, with free fuel and light and all the other allowances. I therefore appeal with the greatest confidence to the members of the Commission to recommend that my name be placed on the seniority list of District Inspectors, and award the usual increments sanctioned by Act of Parliament, and published in the Finance Code, 1913. I am the recognised District Inspector of No. 5 Company, and have to perform all the duties of such since I joined in 1903, in addition to which I have the duties of riding master, the same as my predecessor. He had free fuel and light, and was entitled to a fee of 2 guineas from each officer of the R.I.C., which custom was discontinued when I joined. I also ask that you

will recommend under Royal Warrant, Rule V., that no deduction be made. I feel confident you will fairly consider my case, especially when you consider my whole time is at the disposal of the authorities. I respectfully submit it is impossible to believe that the authorities meant I was never to have any increase of pay, unlike my predecessor. I submit it was within their knowledge that the position of an officer having mess and band subscriptions to meet, and also other necessary expenses, could not be maintained on so small a salary, even as a single man living in Dublin. I perform the duties of preserving the peace when necessary, and have been in charge of a number of men at Garvagh in the case of a disturbance. I served in His Majesty's army 32 years, and earned a retiring allowance for that service, which ought not to be considered. The riding master of the D.M.P. has got 21 horses for training, and very little training for the men, as they are generally recruited from the military. He receives a salary of £160 a year, with an allowance of £10 a year for uniform, and free fuel and light, and free house. He also gets about £10 a year for doing extra duties. Altogether he gets £200 a year, though he has only got 21 men to look after, whereas I have all those horses to train and men to look after. The Treasury claimed in correspondence that the work had decreased, but I asserted that the work has increased very considerably as regards training.

5160. The CHAIRMAN.—When you found that the period had arrived at which you might expect to be placed on the list of District Inspectors, did you make any application?—I am sorry to say I did not, because in the army we got increases of pay at the 5 years. It was only since I had reached the 5 years that I found the increase was at 3 years in the R.I.C. At the end of 5 years I applied for the increase, and the answer I got was that no mention was made of any increase at the time of my appointment. I was sworn in as a District Inspector, and I have carried out the responsibilities of my position since I joined, and all this at £125 a year, minus fuel and light.

5161. Did you keep a copy of the minute which appointed you?—No, sir, I did not. I never dreamed of such a thing.

5162. There were regular terms of appointment?—There must have been, but I have not got a copy. I do not remember what the contents were, but I appeal to you to consider the case as it stands. In the Finance Code I am alluded to continually as a District Inspector; by Act of Parliament my pay has been voted the same as the pay of the other District Inspectors. When I was serving in the army I was getting 16/6 a day, and I could have gone on serving 4 or 5 years, and reached a pension of £250. It was possible; I do not mean to say I could claim it as a right at all. I left anticipating to benefit myself, reducing my salary from £300 a year to £200, and then accepting £125 without fuel and light put me back instead of forward. It stands to reason, and I appeal to you, gentlemen, that it is not possible to suppose I would have taken the position under such circumstances had I thought it was offered in that way. In the Code it quotes the following ranks of District Inspectors in the present establishment of the R.I.C.—the Adjutant of the Depot, the Private Secretary to the Inspector-General, the Musketry Instructor, and the Riding Master. I am constantly referred to as a District Inspector. I accepted the responsibilities of a District Inspector and company officer, and my point is that in addition to that I had to do the duty of a riding master for a great deal less salary.

5163. Have you anything to say with regard to the mounted branch?—Do you mean as to reporting any little means of improving the men's position? They have not been specially represented here, because they are so much in the minority. There are only 41 of them in the Depot, and therefore they are very few compared with the great number of constables represented here.

5164. Now that you are here as their District Inspector, if you have anything to say I would be very glad to hear it?—I would like to bring forward the fact that a man joining the Mounted Force joins from choice.

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Major RICHARD EDWIN ODLUM examined.

[Continued.]

He applies to join, and it is generally in consequence of his having some idea of horses or being affected in a horsey way. In sacrificing the infantry he incurs a heavy outlay, as he has to provide himself with two pairs of Jack boots; which cost £3; one pair of Wellington boots, which cost £1; two pairs of Constabulary boots, 16/-, and two pairs of gloves, 6/-, the initial outlay making a total cost of £5 10s. 3d.

5165. A man who joins the mounted branch of the service must have had a certain service?—Yes. He must have had at least 6 months' service, but it is usually more, and he must be approved of as regards height and weight. Then he incurs this initial expense of £5 10s. 3d. He gets a boot allowance the same as the infantry, and it goes a short way towards paying this.

5166. Does every man get two pairs of Jack boots?—Yes. I have taken the lowest estimate. I believe 35/- is the ordinary price of a pair of Jack boots. Then there is another matter, that is the cost of making a man's pantaloons. They are allowed 5/6 for them, but it costs every man at least 8/6 to make them up. This means that they are paying 6/- a year for these pantaloons that should be borne by the State.

5167. Is the allowance the same as for a man's trousers?—It is less, but it should be more. They have great difficulty in getting them made up for 8/6. Ireland will not do it.

5168. Mr. STARKIE.—The allowance is something larger than for making up trousers. The allowance for making up trousers appears to be 4/- a pair for head constables and sergeants, and 3/- for constables?—That would be for ordinary trousers, but it costs 8/6 for a pair of pantaloons, and it means that a man is paying 6/- a year to help to provide clothing.

5169. Mr. HEADLAM.—Do you get plenty of volunteers for the mounted troop?—I am sorry to say that lately we are not getting enough men to make a choice. There is no reserve, and we have to accept the men as they come up for the mounted Force.

5170. Mr. HEADLAM.—Out of the men already in the Force you do not get enough men for the mounted Force?—No. It is not encouraging when a fellow knows he has to face a debt of £5 10s. out of his constable's pay. It is rather a tall order starting right off the reel. Then he is only on probation for six months, and if a man does not qualify, or cannot be taught to ride, that man is not fit for the Force, and he has to revert to infantry duty.

5171. Does that often happen?—I am very glad to say no.

5172. I suppose you are too good a judge of a man by looking at him?—I judge as well as I can, but I do not get much opportunity of judging them. I certainly think they ought to have an outfit allowance in joining the troop, and that the grievance about the making of pantaloons ought to be remedied.

5173. Mr. STARKIE.—The rates were revised in 1903, were they not?—That was the year I joined, and therefore I really cannot say. I suppose they must have been revised in some way. At one time the promotion was half by seniority and half by competition. At the time of the reduction they told me this half by competition was gradually done away with. In consequence of there being so few at the time of the reduction they gradually absorbed again into the Force the men that had been dismounted. Their reinstatement did away with the recruiting, and we are suffering from that now. Under promotion by seniority there is no chance for an energetic and well educated man who is inclined to go in for promotion. He has to wait his turn, and the promotion has been very slow. I am in hopes it will be quicker now because the old men have been absorbed and the recruits are coming again. It was mentioned to me by the men that it would be a good thing to revert to the old system, and have half promotion by competition, and give these

energetic men a chance of showing their energy, and the other half by seniority.

5174. You don't mean the "P." list?—No, he is eligible for that under all circumstances; but going on the "P." list might mean going into the infantry. I am speaking of the mounted branch.

5175. Can you state the conditions that existed when there was competition before?—I cannot make any reference as to the conditions, it was so very much previous to my joining.

5176. You were told one half the promotion was by competition?—Yes.

5177. I suppose within certain periods of service?—Yes, they were not allowed to go up until they had a certain number of years' service, seven I believe.

5178. Mr. HEADLAM.—Promotion remains entirely within the mounted force?—Yes, except he elects to go to the infantry if he passes the examination. If he sees he would get quicker promotion by going to the infantry he can elect to take his promotion in the infantry. We have had two cases where men got into the mounted branch and for one reason or another they left it.

5179. How long does it take them to get promotion in the mounted branch?—Well, we have one man who has got 30 years' service on the 1st of this month. He is a bit unlucky as it was just at the time he qualified for his promotion all this reduction took place, and that held him back for 23 years. Then he got his promotion, and since then he has got on very quickly.

5180. There seems to be a large proportion of sergeants and head constables in the mounted force?—I don't think, in comparing them, they are much larger than in the infantry. I think it works out at 35 per cent.

5181. The CHAIRMAN.—How many head constables?—One in Belfast, one in Dublin, and one in Cork.

5182. How many sergeants altogether?

5183. Mr. STARKIE.—The number fixed by the code is 24 sergeants and 9 acting-sergeants.

5184. Mr. HEADLAM.—And the total strength is 135 and 136?—Yes.

5185. You have got only 35 horses at the Depot?—Our establishment of horses is only 30.

5186. When you first took charge at the Depot in 1903 how many had you?—30, it was just the same. The establishment of 30 at the Depot is for the purpose of replacing horses for the country and supplying emergency cases, and transport duty. It is not sufficient. Out of 30 horses 8 are detailed for duty daily. You then have got to recruit the whole of Ireland, and the recruits and cadet officers have to be trained, and all this means a proportion of 12 or 13 horses left out of this 30. In the interests of the service I maintain that the proportion at the Depot should be much larger. For instance, we have got 12 horses out at Assize duty, and that depletes us altogether of trained horses. It practically means that our training of the recruits and cadets must stand still until these horses come back. We have got to supply the whole of Ireland, as there is no other training department in Ireland but at the Depot. If horses get sick in the country we have to replace them with trained horses. If an outrage occurs or a disturbance breaks out cars and horses may have to be sent to the place forthwith. Sometimes we do not get two hours to despatch these. Several times has it happened within 12 hours that I have had to send off 2 horses, 2 cars, and 2 drivers to the country. All this could be done with greater facility if they increased the number at the Depot. I am not talking only for further work, but in the interests of the service I suggest that 30 horses is not a sufficient number. When they reduced the Force they kept the best of the horses, and they had all the old men that they dismounted to fall back on, whereas now they have got to be trained, so the thing has changed a good deal.

District Inspector HENRY JOHN MOORE examined.

5187. The CHAIRMAN.—You are a 1st class District Inspector?—Yes, sir, at a salary of £250.

5188. Where are you stationed?—In Sligo.

5189. How long have you been in Sligo?—I joined in the year 1897, and I have nearly 17 years' service. I served 3 years in Abbeyfeale, West Limerick; 5 years

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District Inspector HENRY JOHN MOORE examined.

[Continued.]

in Skibbereen, West Cork; 5 years in Tipperary town; and I am nearly 3 years in Sligo.

5190. Are you a married man?—Yes. I have three children age 11, 4, and 2 years. I married while in the 2nd class, at a salary of £165 per annum.

5191. What is your native place?—County Longford, sir. The majority of officers now serving in the Force have joined the commissioned ranks since 1896, and since that time the cost of living has risen at least 25 per cent., as put in evidence. In the district headquarters stations in Connaught, 35 in number, for which I speak, the average prices of ordinary food stuffs has risen 32 per cent. between 1901 and 1914. That calculation has been made on the returns sent me by the various district officers, and which have been taken by them from traders' books. For the majority of officers accordingly the purchasing value of their salaries has depreciated considerably since they joined, and we claim that the State should keep these officers at least in the position they looked forward to at the time of joining. From my own experience and from the statements of officers whom I have consulted, I am quite satisfied that nothing can be saved out of forage, lodging or servants' allowances. The lodging allowance in the 2nd and 3rd class does not really cover the house rent. Officers of all ranks of District Inspectors may be sent to serve anywhere, and there should be a common lodging allowance to all. The average rent for an officer's house, £39 odd, has already been put in evidence.

5192. Mr. HEADLAM.—Is that the average for the whole of Ireland?—The whole of Ireland. My figures, that 32 per cent. increase on prices I mentioned, refer to Connaught.

5193. Are the rents as high in Connaught as the rest of Ireland?—They vary, sir. In very few cases will the allowance cover them. The servant's allowance is now subject to income tax, and it was not so until a few years ago. Since the year 1896 an officer has only his pay, less income tax, to live on. On this he must support himself, and if a married man, his wife and family. I pay £5 16s. 3d. income tax. I keep a general servant and a nurse. My experience and that of other married officers whom I have consulted is that an officer without private means cannot maintain a wife and even a small family in accordance with the position he is expected to keep up. This applies especially to the case of the married promoted officer. As a rule on promotion he has a wife and family, and he must support them on the low rates of pay of the 3rd and 2nd classes, after having incurred a heavy initial outlay for horse and trap and uniform. Allowances should be given to him similar to those given to the promoted officer in the Army. I agree with the grounds set out by Mr. Molony as to increased prices. Whether the prices were the same in 1882 as they are at the present time I do not know, but at any rate they were lowest in 1896, and it was when they were at the minimum the majority of officers joined the commissioned ranks. Mr. Dunning in his evidence has told the Commission that when he left in 1895 to better himself in England a married officer could not hope to support a wife and family and give his children a decent education in accordance with their position. He has also said that in Liverpool the pay of the police was increased owing to the rise in prices, in order to keep them in the position they looked forward to at the time of joining. This is exactly our case. I base our claim, on behalf of the officers whom I have consulted, on the fact that we cannot live, whether on account of the rise of prices or of any other reason whatever, on our pay, and bring up our families properly. It is quite impossible on our pay to give our children an ordinary secondary education so as to fit them for the professions. Since my marriage I have exceeded my official income by £80 per annum. I have no expensive tastes and my establishment is conducted as economically as possible. Our present condition does not conduce to contentment and loyal service. As in other walks of life, we expect to be able to do more than eke out a mere subsistence. The average cadet on joining the Force expects to be able to supplement his pay from his allowances; but a very short experience will show him that he cannot do it. This was one of the inducements

in my own case. I agree with Mr. Molony regarding the minimum and maximum in each class; but in any case, whatever minimum and maximum rates are recommended by the Commission, I would urge that the maximum of District Inspectors in both the 2nd and 1st class should be reached in six years, in the former by biennial increments, and in the latter by annual increments. At present a 2nd class District Inspector gets one rise of pay of £15 in 11 years. When an officer reaches the 1st class he has gained experience and should be rewarded accordingly.

5194. Mr. HEADLAM.—What is the average age at which he gets into the 1st class?—The average is 13 years' service. By reward I mean these annual increments. At present he remains at £275 during six years, having then 19 years' service. He remains at this rate for six years although there is a higher rate of £300 per annum attached to the 1st class. This is an anomaly, especially considering that the officer at the time is most useful to the public. The £300 per annum is never drawn except by an officer passed over for County Inspectorship, and as a rule is the reward of inefficiency. Generally an officer is promoted to the rank of County Inspector when his salary is at the £275 a year. I quite concur with the remarks of District Inspector Sheehy and District Inspector Thomas Moore as to the loss incurred by officers promoted from head constableness. My own case is typical of the cadet officer who marries early. I am quite satisfied, as already stated, that no cadet officer as a married man can hope to live on his pay either. He feels his condition most later in his service, and especially when he commences to try and educate his children. His condition then is identical with that of the married promoted officer. I quite concur with the remarks that have been made by various witnesses about pensions to widows and children, and on the grounds for same put forward by District Inspector Molony.

5195. At what age did you enter the service?—Between 24 and 25, as well as I remember. As regards Policies of Insurance, from statements that have been made, officers unfortunately have to raise money on them. I cannot give the names. We think it hard that, probably after long service in the interests of the State, our widows and children are left absolutely penniless, as in the case of an officer without private means, and we claim to be put on the same footing as officers in the Army. As a Force that has given for a considerable period loyal service to the Crown, we think that we ought to be in the position to do justice to ourselves and our families.

5196. The CHAIRMAN.—What rent are you paying in Sligo?—£40 a year for a very bad house, with no hot water, and practically no conveniences.

5197. Mr. HEADLAM.—Did you ever compare the rates of pay of the Royal Irish Constabulary with those of the Civil Service?—I have not, sir. As I have already stated, I do not think that affects our position at all.

5198. Did you compare the pay with the army?—No.

5199. You base it on the cost of living?—I base it on the cost of living. Since the majority of officers, of whom I am one, joined the Force the cost of living has increased. Owing to that, and the standard of living, we cannot live.

5200. I mean the cost of living would affect officers in the Army and Civil Servants also?—That may be so, sir. The cost of living has increased since I joined and the standard of living has gone up.

5201. Have people in the position of officers of the R.I.C. and officers in the Army to live in a better way than they did 10 or 12 years ago?—We have to incur more expense.

5202. They require to live in a better way than they did 10 or 12 years ago?—We have to, sir.

5203. The CHAIRMAN.—To put it in another way, there is more expected from you?—There is, sir. They always expect a lot from police officers in Ireland.

5204. Mr. HEADLAM.—In former Committees it was put that officers of the Royal Irish Constabulary were expected to mix socially with the gentry of the neighbourhood. I have been told that now there are no gentry in Ireland?—We are supposed to mix with the gentry of Ireland as our social equals.

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District Inspector HENRY JOHN MOORE examined

[Continued.]

5205. Sometimes it is urged that, owing to changes political and social, the country gentlemen have left Ireland, and therefore they are not there now to mix with?—There is a considerable number living in every station I have been in, sir.

5206. You dispute that?—Certainly. In Sligo and

Tipperary there are plenty of them, and in West Cork the same way—a regular colony of them.

5207. You do not attach any importance to that allegation that the country gentry have left the country?—Certainly not. I had not heard they had left, and I am quite surprised to hear it.

District Inspector HERBERT F. TAYLOR examined.

5208. The CHAIRMAN.—You are a 1st class District Inspector?—Yes, sir.

5209. Stationed at Cavan?—Yes, sir.

5210. Now, would you give us in your own way what you desire to put before the Committee?—Yes. I understand you have already had plenty of statistics with regard to the various increases in prices

5211. You have not been here?—No, sir, my County Inspector was here, and I could not therefore get away.

5212. We have had very exhaustive and detailed evidence as regards prices and comparative prices, and the changes that are said to have taken place within the last eleven or twelve years?—Yes. As representing the District Inspectors of Ulster, I got the prices from a large number of towns, and calculated from these the average prices for the whole of Ulster. I take it I need not trouble you with that?

5213. Perhaps you would just give us one?—I will tell you of things that I know from my own personal experience, and what I have bought myself, such as coal, for instance. I pay 31/6 a ton for coal.

5214. Mr. HEADLAM.—In Cavan town?—Yes. That used to be 22/-.

5215. The CHAIRMAN.—I forgot to ask you how many years are you in the Force?—I am 20 years a District Inspector on the 1st of this month. I joined as a cadet.

5216. What is your native place?—Dublin, sir. Now, meat is one item that has gone up very much. It used to be bought at 7d., and now it is 9d. per lb. Butter I bought myself at 8d. and 9d., and now in Cavan we pay up to 1/4 per lb. I bought it in the principal shop there, and I paid 1/4 for creamery butter. That is an exceptional price, the average price being 1/2 to 1/3 a lb.

5217. Mr. HEADLAM.—Is that Mr. Pollock's shop?—Yes; I daresay he gave his evidence to you. Bacon has gone up. My average here is that it has gone up 56 per cent. It used to be 7d. and 8d.. It is now 1/3, and that is very high for Irish bacon.

5218. Could you do better if you bought in Dublin or London?—I buy a certain amount of goods from the Army and Navy Stores in London, and they are much cheaper and better.

5219. Don't you think if people made a practice of that they would bring down the prices of country traders?—I don't think so. They would also have carriage to pay. It is only in exceptional circumstances you get carriage paid for you, such as in the case of the Army and Navy Stores, where they pay carriage for shareholders. My principal point is the same as that made by Mr. Moore, that it is absolutely impossible for a married District Inspector to make ends meet on his pay, and for the purpose of proving this I have, before me a very carefully prepared list of my annual expenditure. I find, and we do not live any way extravagantly, only quite quietly, and I do not take any expensive leave or holidays, or anything like that—I find that my expenditure is £215 10s. over my pay and allowances. I have been married now for close on 14 years, and my wife has ever since we were married, as she did before, kept an account of every single farthing of expenditure. I give her at the commencement of every month £22 10s., and on that she keeps her house, and the books show an expenditure for the month of about £22.

5220. The CHAIRMAN.—How many children have you?—Three, sir, and the ages are 12½, 10, and 7½ years exactly. Now, I want to say that the money I give to my wife for household expenses merely includes

food, wages of servants, and governess's salary, and there is no such thing as drink or spirits or anything of that sort included in it at all. It simply goes to the grocer, butcher, baker and that sort of people. Coals are included. Every penny is accounted for every year. I am stating this to show there is no extravagance or waste. Mr. Moore suggested that the average house rent was £39. Well, my house rent is £40, and taxes £12. I put down on my list here £10, but last year it was £12 6s., which, of course, makes the cost of my house £52 6s. Not only is there the increased cost of food and the increased standard of living, but the servants' wages have also increased very considerably. My servants' wages have increased £29 per annum. To my groom I pay £39 a year, 15/- a week, and when I joined first I had a boy for 10/- a week. You could get a fairly good groom in the country then for 12/- or 13/- and now you have to pay 15/- or 16/-. I put the increased wages to groom at £8. The wages of housemaids are higher. In the old days you could get one for £10, and now you must pay £17 or £18. It is quite impossible to get a cook in the country under £18. As part of the education of my children I keep a governess in the house, and I have to pay that governess £30 a year. She is not certified under the standard of Alexandra College; that College refuses to allow governesses to go out under £40 a year. Then, of course, there is the Health Insurance Act, that hits us again. That is a considerable increase in our taxation, and it hits me to the tune of £2 7s. 6d. a year. In addition one has to insure servants against accidents. The income tax has also increased considerably, I have to pay income tax of £19 13s. 4d. a year.

5221. No rebate on that?—That is the actual amount paid.

5222. Mr. STARKIE.—Not on your salary?—No, sir.

5223. The CHAIRMAN.—Is your life insured?—I am coming to that, sir. Our servants' allowance was taxed, and this added tax just came at the time I could get the reduction for the three children. That was a rather heavy blow, as it raised my taxable income over the £500, and deprived me of the benefit of the rebate for the children.

5224. Mr. HEADLAM.—You always had been pensionable on that allowance and the servants allowance?—Yes, I believe that is why it was put on. As to other expenses, I give my wife £50 a year, and she has to clothe herself and the three children on that, and provide all their boots and everything. I put down for myself for clothing, £10 a year, and as the uniform has now and then to be renewed I have put down £2 10s. for that, making altogether £12 10s. Then there are other expenses, such as doctor's and dentist's bills.

5225. You get free medical attendance for yourself?—Yes, but I never need that, and my wife and family unfortunately do.

5226. They do not get free medical attendance?—No.

5227. Although the medical attendant of the Force attends the wives and children of the rank and file?—Yes.

5228. You pay the same as the men, 2/- a month?—Quite right, sir.

5229. Mr. HEADLAM.—You do not pay it direct. It is paid for you?—I am not saying anything about that. I have to pay for the medical attendance of my wife and family, and servants, too, if they get ill.

5230. Do you pay for servants in spite of the Insurance?—Yes. It is not working with us at all.

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District Inspector HERBERT F. TAYLOR examined.

[Continued.]

5231. Mr. STARKIE.—Are they not attended by the panel doctor?—No.

5232. Mr. HEADLAM.—Do you mean to say you had an actual case of where a servant got ill since the Insurance Act came into force, and there was no doctor to attend?—I was told there was not, and I paid for a private doctor. The panel is not working there at all. Doctors and dentists expenses are expenses that a District Inspector has to meet. They came hard on me within the last three years, and, therefore, perhaps I should not take my expenses under this head as being the average expenses of a District Inspector. In the last two years I paid £56 14s., which does not include a penny for travelling expenses. The expenses for two years averaged £28 7s., and in 1911 I paid £32. I took from my cheque book a copy of what I paid the doctors and dentists. One of them perhaps is a little bit out of the way. One of the children hurt her shoulder and I had to send her up to Dr. Edward Taylor. These are accidents that will occur. I paid 12 guineas and in addition 4 guineas for three weeks, and that is 24 guineas for one case. Of course that is very hard. I merely mention that to show we are liable to these accidents and expenses. While dealing with my wife's book of expenses I did not include anything for furniture, china, linen, etc. These things have to be replaced when they get worn out.

5233. The CHAIRMAN.—How long are you in Cavan?—Two and three-quarter years. I put down £10 a year for wine, spirits, and beer, and £5 for the year for subscriptions to clubs, charities, etc. These are expenses a District Inspector must meet everywhere. He joins the local club, then there are church subscriptions, the Sustentation Fund, subscriptions to various charities, and then, if he is to have any amusement at all, there is the tennis club and the golf club. Adding up the various items of outlay I have on hands for sundries, and things I have not mentioned at all, £24. Forage and groom are not included in my list as they work out fairly level by the time one has paid the groom and the upkeep of the horse and trap and repairs to harness. It comes to about £91 a year, and the total of the expenditure is £530 10s. That is my own expenditure living in a quiet station, without any extravagance whatever. Out of that I get £315—pay £275, and lodgings £40. That leaves a balance of £215 10s. to be met out of one's private income. In submitting that expenditure to you I may say I have had letters from several District Inspectors who confirm it. They cannot do with less than £150 or £200 over and above their pay. Well, then there is life insurance. It is included in the list. I pay in life insurance £32 a year. I maintain, and every District Inspector in the Force will maintain that that is absolutely necessary, as a District Inspector must make some provision for his wife and children.

5234. Mr. HEADLAM.—That is the same in every profession?—Of course, but we have to pay it out of our income. In my case it takes £32, and I hold that any District Inspector who does not make that provision would be guilty of culpable negligence. In making that provision for my wife and family I know, of course, it is a saving; but still it is also an expenditure which is quite necessary. Then as regards education, it is quite impossible I know to put out one's children on the world properly without a fairly considerable cost. I wrote to a good many schools to get the cost for boys, and, excluding any expensive schools, the cost for boys averaged £52 16s.

5235. The CHAIRMAN.—What sort of schools?—The Royal School in Cavan, a very cheap school; Chesterfield School at Birr; Portora and Campbell Colleges, Belfast. The average cost of these is £52 16s. For girls, I applied to Alexandra College, and I find that is more expensive, £72, including residence. If you send your children up to Dublin and send them into residence it costs up to £72. As regards pay in the Army, they recently got a very considerable increase.

5236. The first witness for the officers went very fully into the pay of military officers and gave comparisons with the pay of officers in the Royal Irish

Constabulary?—Well, then, I voice all the officers of the Force, as well as the Ulster District Inspectors, in saying we consider that pensions for widows and orphans are necessary in the case of officers dying in the Force, or who die one year after retiring. They get these pensions in the Army. Another point they have written to me about is to request there should be a shorter period between the increments of pay.

5237. We have had that very fully?—That there should be a shorter period between the increments, especially in the 1st class. When we have six years' service in the 1st class we have to wait six years more for an increase of pay. When a District Inspector gets his promotion he never reaches the £300.

5238. It was pointed out that a man promoted from the ranks retired before he reached that?—I will probably reach the £300 before I get the chance of a County Inspectorship. At present we have so many young County Inspectors at the top of the list that there is no County Inspector due to retire before 1920.

5239. Mr. HEADLAM.—Would you call Cavan a quiet county?—At present it is.

5240. Could you tell me about your duties there?—Yes, sir.

5241. How many hours a day?—Sometimes I am in the office for two or three hours, and sometimes more, sometimes less, and then I make inspections and attend Petty Sessions. Until recently we had Petty Sessions every week, and the outlying stations, three of them, have them once a month. Sometimes I leave at 9.30 for these outlying stations, and I am back about 4. A day inspection must be made once a month in each station according to regulations.

5242. How many stations have you?—Seven. I had eight, but one is abolished.

5243. How long does the inspection take you?—I always spend an hour and a half over an inspection.

5244. Does the average of the office work take two or three hours a day?—I never made out the average; but I would say it would be about 2½ hours a day. Some days there may be a heavy correspondence. At the end of the month one is in the office for a very much longer time; but I never made out the average at all.

5245. You have a great many forms to fill up and returns to make out?—No, only at the end of the month, quarter, and half-year.

5246. Is this work such as could be postponed if you were away at Petty Sessions?—Yes, sir.

5247. And you are able to get your holidays?—Not always. In the cattle driving year I could not get all my holidays. I was in Birr then. My first year in Cavan I could not get all my holidays.

5248. Have you much night work?—No.

5249. The CHAIRMAN.—You have night patrols occasionally?—Yes, a certain number in the quarter of the night patrols and night inspections have to be done.

5250. How often night patrols?—At least 18 in the quarter.

5251. What does that mean exactly?—It means going out to visit the patrol on the road if you know where it is to be, especially if you think a man or sergeant in an outlying station is not doing his work quite conscientiously. That is the great object of night inspections. They are merely surprise visits.

5252. All these stations are inspected once a month?—Yes, by day; once a quarter by night.

5253. The CHAIRMAN.—That inspection is the occasion on which you instruct your men?—Yes, sir. Of course, one takes other chances of instructing them. For instance, at Assizes, or other cases where you get the men in, one takes the chance of drilling them.

5254. Tell us the Force under you?—I have a head constable and eleven sergeants—I am including acting-sergeants in that.

5255. And constables?—Well, at present I have got only 32 constables under me; but we are under strength.

5256. What would your strength be?—Forty-two constables.

5257. Are there many occasions on which you have to go on detachment duty?—Yes.

5258. Detachment duty is quite common?—Yes.

TWELFTH DAY—FRIDAY, MARCH 13TH, 1914.

At No. 5, Upper Castle Yard, Dublin.

Present :—The Right Hon. Sir DAVID HARREL, K.C.B., K.C.V.O., I.S.O. (Chairman); Mr. MAURICE F. HEADLAM, Treasury Remembrancer; Mr. ROBERT F. STARKIE, R.M.; and

Mr. JOSEPH BRENNAN, *Secretary*.

County Inspector J. E. L. HOLMES examined.

5259. The CHAIRMAN.—You are a County Inspector of the Royal Irish Constabulary?—Yes. I joined the Force as an officer in February, 1883. I became a 2nd Class District Inspector in June, 1887, and a 1st Class in 1897. I was promoted a County Inspector in January, 1898, and I got my present appointment in charge of the Crimes Special Branch at the Castle, November, 1911.

5260. What is the staff composing the Crimes Special Branch?—One District Inspector a head constable, a sergeant, and a constable in the office.

5261. Have you any Civil Servants?—No, none. At the present time the office is such a very busy one that we have had to take in an extra District Inspector. That, of course, is a temporary arrangement.

5262. Now, as regards the claims put forward here by the officers, do you wish to speak about these first?—I do, but I do not want to trouble you with figures, because you have had all the statistics on the rise of prices given by several witnesses. It would be sufficient for me to allude to them. I have been requested to come here on behalf of officers of the Force, County Inspectors, to say that we find that our pay is altogether insufficient; we are not able to live on it as we should be, and we ought to receive a proper reward for our work. I refer, of course, to the fact that our pay has not been revised for 31 years, 1882 was the last revision, and in the interval the cost of living and the standard of comfort have substantially gone up. That is a matter of common knowledge. Everybody knows it. It is admitted everywhere, as shown by the increased salaries and wages, and so forth. What we ask is that our pay should be increased in a manner commensurate with the increased cost of living. It is evident that what was barely sufficient 31 years ago must be inadequate now. I know that there was no surplus about the time I joined—31 years ago. The Board of Trade returns, published in 1913, help very little to ascertain the fluctuation of prices in Ireland. There is one table however, that refers to the retail prices in Ireland from 1905 to 1912. In this return only 6 of the principal Irish towns are referred to. If you analyse the return you find that the average increase amounted to 15 per cent., but, of course, the majority of Constabulary officers are not stationed in large towns, but are stationed in country districts, where the cost of living is often more expensive. Therefore returns were collected, and I think a County Inspector gave them in evidence from shopkeepers in every county in Ireland, of prices in January, 1901, and January, 1914. This information was collected from one large town, one small town, and one country district in each of these counties, and the result showed a mean average rise of 20 per cent.

5263. I gather from you that you think that the towns or cities mentioned in the Board of Trade return are rather cheaper than some of the places which are more remote?—I think they are.

5264. Don't you think while some things are cheaper in one place and dearer in another there might be a compensation by finding that things may be cheap which are of local produce, and that that would make up for any cost of carriage that may be additional in bringing things not of local produce?—That is so, I am sure, to some extent.

5265. At any rate, you think the large places are rather cheaper?—I think they are. As shown by these returns which have been collected, they must be. The pay of a County Inspector, as you know, commences at £350, and it increases by annual increments of £20 to £420. That is the maximum, and then I suppose I may as well refer to the allowances.

5266. Good service pay?—Well, I should like to talk about that later on. The allowances are £50 for a house, £45 for a servant, £50 for forage, and he gets 1/- a day for the office, that is £18 5s. in the year, and then the stationery allowance of £10.

5267. Mr. HEADLAM.—What is the office allowance for? The office is provided, as a rule?—As a rule, yes, but if not provided he would have to provide it out of the allowance. He has to furnish it, provide fuel and light for it, and pay for the cleaning of it. The County Inspector's office might be a small place consisting of one room, and in other places it might consist of 3 rooms, and you have to keep the 3 rooms going.

5268. Would it not be a good thing to vary the allowances for the places?—I do not know. There is not much to be made out of it I can assure you. That is the reason I alluded to these allowances at all. I want to show you that none of them is a profitable allowance. If you take the lodging allowance of £50, that is obviously inadequate, because the returns kept in the headquarters' office show that the average rent paid by a County Inspector is £63—£13 over the £50 allowed. I do not know how they vary, but in a great many places the rent is a great deal over £63.

5269. Is that a new thing? Has rent risen in the last 10 or 15 years?—I do not know that it has. I never had a house for the allowance anywhere, except on one occasion, and that is when I was stationed at Trim, in a Government barrack.

5270. Then you drew no allowance?—No, I drew no allowance, but I got an allowance for fuel and light.

5271. Is there any reason why an office in a Government building should not be furnished by the office of works?—I don't know any reason, except that they will not do it. You will get nothing from them.

5272. They are not supposed to furnish it?—No.

5273. It is an official place, used for official purposes, and as a rule these places are furnished by the office of works?—They don't do it for us. They are not supposed to. Then there is the servant's allowance of £45 a year, that works out at 17/3 a week, and in the present state of wages you will never get any respectable groom who is competent to take charge of a horse and trap and look after your things for less than that, certainly not in a town, though in remote villages you might get a man for less.

5274. A County Inspector is never in a remote country district; he is always in the capital town of the county?—Yes, always. There is nothing made out of that. Then as to the forage allowance of £50, I think you have had it from other witnesses that this £50 includes the purchase and upkeep as well as replacement of horse, trap, harness, saddle, and all necessary stable requisites. I need not tell you there is nothing to be made out of it. There was a suggestion that this should be discontinued, and that an officer should receive an allowance instead of it. If you will allow me I think I can give you some reasons to show that would not work, as regards the District Inspector, we will say. The first objection to it, of course, would be a personal one, and that is that the servant's allowance of £45 a year is a pensionable allowance. If you take that allowance away—

5275. Mr. STARKIE.—There was no suggestion that it should be taken away?—I know that. I think you suggested yesterday it might be treated as pay.

5276. What I meant was that it should be treated as pay so that an officer might not be compelled to keep a servant unless he wished to do so?—I do not quite understand. Do you mean added, to his pay, because it is practically pay, as it is pensionable?

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[Continued.]

5277. I would let him draw the allowances and not keep a servant.

5278. The CHAIRMAN.—What was meant was this, the forage allowance should be done away with, and a certain sum, to be included for pension, should be arrived at to cover the officer's travelling expenses in his district, and let him travel as he pleases, either by motor, bicycle, or by horse and trap, or hired cars. That was the idea.

5279. I know, but then we were asking for a rise of pay and we would like it to carry with it a proportionate increase of pension, and no doubt if this suggestion were adopted that £45 would be taken into consideration. By not being obliged to keep a servant, and having that £45 a year as pay, we would lose on pension by that transaction.

5280. Mr. STARRIE.—Not necessarily. Every officer who keeps a motor would have to keep a man?—I think it would work out at a loss in the pension of £30 a year.

5281. How would it be a loss in pension of £30 a year?—Suppose it was proposed to increase my pay by £100, and then it was said we are not going to ask you to provide a servant out of that £45, therefore we will give you £55, and that with the £45 makes the £100.

5282. I did not suggest that?—I know, but if it was treated in that way it would be a loss of £30 a year, that is by the deduction of the £45 a year.

5283. Mr. HEADLAM.—If it was not so treated, as an arrangement would it suit the officer better?—From that point of view I suppose it might, but I don't think it would, practically. The allowance, to begin with, would have to be a very substantial one.

5284. Take it as the same—£95?—That would be the very least. I think certainly you could never do all your duties with less. It could not be regulated on the same lines as County Inspectors' allowances. A District Inspector may have to do a lot of travelling which could not be estimated, such as visiting the scenes of outrages, paying surprise visits to stations, and making personal investigation and inquiries into things which crop up, and which vary according to the state of the district.

5285. For these inquiries he uses his horse and trap?—Yes.

5286. Mr. STARRIE.—Are there any districts in which District Inspectors have to employ cars in addition to using their own horses?—I have often done it when my horse was tired out.

5287. Suppose the allowance was varied according to the size of the district, and its normal condition?—You never can tell when there might be a change. There is a great deal of what I might call an undercurrent of disturbance in a county which gives the police extra work, and the police officer a lot of anxiety and responsibility, about which the general public knows nothing, because it does not appear in the papers. There may, for instance, be an agitation getting up to boycott somebody, and things of that sort.

5288. In a quiet district the District Inspector does not employ cars?—No.

5289. Does he get any allowance for employing cars in a disturbed district?—No, he has got to get round on all his duties on that allowance. Undoubtedly it works out cheaper to the public than if he were to employ cars. You can hire cars for your duty when without a horse for two months, and submit the bills for car hire, but you can not recover more than the amount of your forage allowance, and that allowance is £4 3s. 4d. monthly. If you hire cars, not having a horse, they will not pay you more than £4 3s. 4d. If you have a large district, and have to visit all your stations on inspection, do patrolling, and attend Petty Sessions, if 3 or 4 outrages crop up in addition, £4 3s. 4d. would never cover your travelling expenses. You cannot claim more from the public.

5290. Mr. HEADLAM.—Your point is, if the system is changed and the officer given a lump sum of £95 he would still have to keep a car?—Yes. In a disturbed area the District Inspector is often called upon in the middle of the night, and he has to go away

straight off. Where would he get a car then? He could not do it. When an agitation breaks out in a locality one of the first things they do is to refuse cars to the police. How then would he get about?

5291. He would not be able to keep a motor bicycle?—You cannot oblige an officer to keep a motor bicycle.

5292. I was only putting it to you?—I do not think many officers keep motor bicycles. As a matter of fact, I know some of them keep motor cars, but it is not considered necessary to do it. I have not been able to get one. It would be a great advantage.

5293. Another point is in a county town, would it not be possible to have a servant out of the Force. We heard that in England the Chief Constable's groom is taken from the police, and generally he is the smartest policeman in the Force. The system is the same in the army. If a man was taken from the Force how would that apply in Ireland?—Well, an officer's servant, you see, costs the public £45 a year, and a man from the police would cost the public between £80 and £90.

5294. The CHAIRMAN.—It did exist up to 1872?—I believe it did, sir. I know nothing about it.

5295. Mr. HEADLAM.—Why was it abolished?

The CHAIRMAN.—Mainly on the score of expense.

Mr. STARRIE.—I think the constables are not very well suited for it.

5296. Mr. HEADLAM.—Give your reasons against it?—The expense which it would cost the public would be a good deal more.

5297. Would it be necessary to supply another constable to take his place for the work in the district?—Yes, as he would be nearly constantly employed.

5298. It could not be done with the existing Force?—I do not think so. You would have to ask the men to volunteer for it, and in many places I do not think you would get a man to volunteer for it. Our men do not consider themselves drawn from the servant class, and they are not. I do not think they would agree to it at all.

5299. Mr. STARRIE.—Are not officers' servants at the Depot taken from the Force now?—No. They have private servants, and they have to pay them about £1 a week, or more. The other allowances are the office allowance, and the allowance of £10 for stationery. In a busy office that is always spent on stationery. I know that from my own experience, and I can tell you it is.

5300. Mr. HEADLAM.—Do you have to buy your own stationery or do you get it supplied by the Stationery Office?—No. Here at headquarters it is done by the Stationery Office, but then you get no allowance, but I am talking of the country, and in the country you have to supply your own stationery. Before I came up here I was in a very busy county, East Galway. I spent most of my time on the road and the remainder of it in the office. There was a tremendous amount of correspondence, and the allowance was all absorbed in that.

5301. Is there a stationery allowance for a District Inspector?—Yes. They only get £3 a year.

5302. These are not pensionable allowances?—The only pensionable allowances are lodging allowance and servant's allowance.

5303. Could you tell the total amount spent on stationery allowance in the R.I.C.?—I have not an idea. There are 36 County Inspectors and ten times that would be £360, and there are 195 District Inspectors, and 3 times that would be £585.

5304. The CHAIRMAN.—About that £18 5s. for office allowance, a County Inspector must hire a room if there is not one available in the barracks?—Yes, and he has to furnish it in any case.

5305. And he has to supply fuel and light?—Yes, and he has to employ a servant to do the cleaning. That applies not only to the room he uses, but to the room the clerks use. They give you the barrack table and a form, that is all. You have a lot of confidential papers to keep under lock and key in a press, and you have to provide that yourself, and so has the District Inspector. The average of what this barrack servant or charwoman would cost would be 7/- or 8/- a month.

5306. Mr. HEADLAM.—There are instances where a County Inspector has to hire an office, and he is not

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[Continued.]

always provided with an official room?—I do not know. I know in the regulations that is provided. I cannot name a place. I never came across one. Well, about the position of a County Inspector, the County Inspector, of course, is the principal executive officer of the Government in a county. He is responsible for all the general police arrangements, as well as for the discipline and efficiency of the County Force. Wherever there is any large body of police assembled for public duty he always goes there and takes command. He has to investigate all serious crime that occurs, and to see that proper steps are taken by his subordinates in dealing with it. To arrive at this position it takes an officer an average of 22½ years. It took me nearly 25 years before I got it. By that time if an officer is married he has had since his marriage to incur a very large expense for bringing up his family, and for their education, because, owing to the absence of suitable schools, with one or two exceptions, at officers' stations, officers have to send their children away to be educated. There are simply no schools where you could send your children. That, of course, is an additional expense, and he cannot afford this out of his slender income. When he becomes a County Inspector his children are well grown up, and he has to think about completing their education, and fitting them for some profession, or whatever other position they are intended for. He has to send them away for that, because even at the stations where County Inspectors are located there are no means of completing the education of any of your sons, or daughters for that matter. I am not going to offer you any family budget or any ideal budget. You have had these; but there are certain expenses common to County Inspectors, and one is rent. Taking it at the average as registered up here in the office it is £63, and then there are the wages of servants. A County Inspector cannot run his house on less than two women servants. You must have a housemaid and a cook, and you cannot get these servants for anything less than £36 or £38 a year. You can scarcely ever get trained servants locally. You have to bring them from Dublin. Unless you happen to be in a place like Cork or Limerick. You have to join the local clubs, and subscribe to local charities, and that takes from you in all about £15 a year. If an officer has a son to be finished off and provided for he cannot do it for less than £150, and that is putting it rather low. When he has paid for his insurance and income tax—an amount that comes to about £70—that gives an expenditure of £336 out of his pay, leaving a balance of £164 for his housekeeping expenses, and to dress himself and his wife and family, pay for his annual leave, and save something for a rainy day. There is nothing to be saved. In fact officers could not do it. They cannot make both ends meet on it, I know they cannot, unless they have some private means, or some assistance. I have a very wide experience of the Force; I have been stationed in a good many places, and I know a good many of my brother officers, and I have often been told, long before there was any idea of this Inquiry, that it was quite impossible to make ends meet on their pay and live according to their position. The Constabulary officer has a very good social position in the country.

5307. Mr. HEADLAM.—Can you tell us something of the rise in the standard of living for a person in the position of a County Inspector, as to clubs, and so on?—I think you have more clubs at the present day than you had. You have golf clubs and tennis clubs all round you.

5308. Is he able to hunt as a rule?—If he has the time for it, and can afford it, but he must have private means. Some officers have. I do not say that every officer is pulling the devil by the tail, though the majority are, and as for the promoted officers, I do not know on earth how they live on their pay.

5309. My point was, is it more difficult than it was as regards the standard a man has to keep up?—I think it has really, because I notice myself everyone seems to live on a better scale than they used to, even in the class of society one mixes with in the country. The standard of the servants has gone up

enormously. Their wages have increased, and they have to be very much better done in the house nowadays than they had 10 years ago.

5310. I am not disputing that; it is your own class I am asking about?—People live at a higher standard. There is more money spent on recreation, and people go about a great deal more. Constabulary Officers do not spend much money on entertainments, for they have not got it to spend.

5311. Do you think county society is as expensive as it used to be?—I think it is. I don't think there is much difference. As regards entertainment, there are times, such as at assizes, and other occasions of that kind, when you are expected to open your doors to people who have shown you a lot of hospitality and civility, in consideration of your official position.

5312. More so than you used?—I don't know. I cannot say. It hits me more than it used, because I am in a higher position than I was some years ago. It depends to a certain extent on where you are stationed, but the standard generally has gone up undoubtedly.

5313. It has not been affected by the changes in the social condition of the country. There is still a county society in most counties as before the legislation of 1903?—Undoubtedly a great number of the county families have disappeared from the country, but a good many are left, but the fact of there being more or less does not affect the whole of society, and it certainly does not affect the expenses of the Constabulary officer very much. It might if he had to entertain largely, but he has not, and does not. Putting all these things together I am perfectly satisfied that an increase of 20 per cent. is required by Constabulary officers to enable them to make both ends meet, and to get some fair reward for their services, and to live independently and free from debt. The only outlets for promotion for a District Inspector are a County Inspectorship and the Resident Magistracy. One-third of the appointments in the Resident Magistracy are given to District Inspectors. The qualification is that the officer who is recommended for the appointment of a Resident Magistrate should be one who is considered fit for promotion to a County Inspectorship. But then see how it works out; one officer who gets his county after serving 40 years or reaching the age of 65, retires on a maximum pension of £398 if he has good service pay. For the next man a Resident Magistracy turns up, and he is able to retire on a pension of £450.

5314. Mr. STARKIE.—That is, if he reaches the 1st Class?—Yes, but he would, sir, because taking 22½ years' service, the average for promotion, that would still leave him sufficient time. There is the comparison with the English police forces. There are 249 County and Borough Chief Constables in Great Britain. I am aware that no exact comparison can be drawn between them and the R.I.C. officers as regards pay, because their respective pays are fixed entirely by the individual police authority, without any general scheme, and without any reference to each other, but in order to make as fair a comparison as one can, I have taken the average number of men of a county force in Ireland—of course the county forces all vary—but the average number is 258. County Inspectors are all paid at the same rate. For the purpose of comparison the County Inspector may be taken as the officer in command of a force of 258 men, and comparing him with the Chief Constable in charge of a force of about equal strength in England see how the comparison works out. I can give you one of the counties you asked about yesterday—Berkshire. The average County Force in Ireland works out at 258, and I am leaving a margin of 10 either way. In Berkshire the force is 263, and the Chief Constable's pay is £650, with a travelling allowance of £200. There is absolutely nothing to regulate the period of his inspections. He can go when he thinks fit. He also gets £52 under the Diseases of Animals Act, and we have to enforce the Diseases of Animals Act without getting anything for it. Then he has £50 for the Weights and Measures Act, and

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[Continued.]

under local taxation he has £20. That totals £972, which is a great deal more than an Irish County Inspector gets.

5315. The CHAIRMAN.—He has to spend some money out of these allowances, out of the Weights and Measures Act, and the Diseases of Animals Act he has to employ certain persons?—I was not aware of that. At any rate his pay is £650. In Monmouth the strength of the force is 263 also, and the Chief Constable gets £600 a year. We may ignore the allowances. In Norfolk the force is 255, and the pay £600. In Wiltshire the force is 250, the pay £600, and in Northumberland 267, and the pay £600.

5316. Mr. HEADLAM.—What is the population of the average county, in which there is a force of 258 men, which you are comparing with Berkshire?—Well, there is the West Riding of York with 268 men, and the population is 168,537, and the population of Berkshire is 180,488.

5317. The CHAIRMAN.—For this particular comparison you have left the boroughs of Reading and Windsor out of Berkshire?—Yes, sir, they are separate establishments. The next comparison—I think it is in that memorial which you have got there—is the army. The army pay has also been substantially raised lately. A Lieutenant-Colonel with Command allowance has £511, and he gets 4/- a day lodging allowance—that is when he does not get a house—which come to £73, and he has a fuel and light allowance, which comes to £19. It is altogether £603, which is a good deal more than a County Inspector can ever get. Then there are pensions for the widows of officers in the army. You are aware, of course, of the provision for the grant of pensions to the widows of constables who die whilst in the service, and in the army pensions are granted to widows and gratuities to the children of officers who die either while on the active or retired list. There is no pension at all for the widows of Constabulary officers under any circumstances, and we think there ought to be. The application is, I believe, that pensions should be granted to the widows of Constabulary officers on the same principle as those granted to the widows of military officers. With regard to that application; we do not pretend to be soldiers, and in the public service it is unusual, so to speak, to grant pensions to pensioners' widows, which is what it amounts to in the army regulations. Whether it has been granted to them because it is considered that soldiers deserve more from the State or not I do not know.

5318. The CHAIRMAN.—As far as I have been able to recollect, or have any experience, in the case of pensions to widows of officers in the army, I think each pension is made the subject of a special inquiry, and it does not follow as a matter of course?—No, but of course we would be very well satisfied to submit to that. We would stand an inquiry, and I think the Government would escape very seldom.

5319. Mr. HEADLAM.—How do your pensions compare with those of army officers?—I think their pensions are better than ours. A Colonel can retire after 33 years on £420, and a County Inspector with good service pay, after 40 years on £398. There is a difference of 7 years in the service. A major at 28 years can retire on £300, and a 1st Class District Inspector if he served for 40 years could never retire on £300.

5320. You know these pensions are fixed because soldiers have to go abroad and you have never to go outside Ireland?—I know, of course, there are altogether special circumstances.

5321. There is a very good system of pensions provided in the Police Act of 1890 in England. Are you aware of that?—Yes. There is a deduction of 2½ per cent. from the English police, and in return for that when a constable without his own default loses his life from the effects of injury received in the execution of his duty, that may be accidental injury, his widow and children get pensions, and if he loses his life as the result of an injury which was not accidental, then his widow is granted a pension not exceeding one-third of his pay, and each of his children gets a pension amounting to one-fifteenth, provided that the total sum does not exceed two-thirds of his pay. If he dies from natural

causes during his service in the English police his widow is entitled to a gratuity, not a pension, and this gratuity amounts to a sum not exceeding one month's pay for each approved year of service. If a chief constable, having served 25 or 26 years, died before leaving the Force, his widow would receive 26 months' pay, which would be a very good sum. If he dies within a year afterwards, of course, she does not get anything like as much, but all of that is given in return for a stoppage of 2½ per cent. Therefore, we would submit that on the deferred pay argument, which was put before you by Mr. Molony, where such a large stoppage is made apparently from us we should be entitled to even better terms.

5322. The CHAIRMAN.—He didn't say what the stoppage was?—Well, it was worked out that the stoppage was equivalent to 6/11 a week from a constable's pay.

5323. He only went into the actuarial average of stoppage on insurance, and what a man would pay to get an annuity at a certain period of his life, or a bulk sum instead of that annuity. Mr. Molony did give these figures in that way?

Witness.—Yes. At any rate, it is admitted that the stoppage is more than the deduction of 2½ per cent., which is the deduction in England. If they for that deduction get these gratuities and pensions for widows, I think we ought to get something for the deferred pay which is due to us.

5324. The CHAIRMAN.—Mr. Dunning said yesterday that was largely supplemented by the particular authority employing the police.

Mr. STARKIE.—Also from the Exchequer.

Witness.—I know it is a separate fund altogether. The income of the English Police Pension Fund is derived from the 2½ per cent. stoppages from the pay, from Exchequer contributions, and other receipts, such as fines, and the excess of expenditure is put on the rates.

5325. Mr. HEADLAM.—Do you consider the Superannuation Act of 1909, which was applied to the Civil Service, by which their pensions were reduced and a gratuity given to the widows an advantage?—Without putting an extra burden on the taxpayer, I think it was.

5326. Well there was an actuarial calculation gone into at the time, but whether it has been worked out to show that there was no burden on the taxpayer, I do not know. I think it was stated this conferred some additional advantages on those in the service without putting any additional charge. That was the intention at the time. The point was that the civil servant who died in the service did not lose all benefit of his service. His widow or representatives got a lump sum?—Of course, if it did not confer an advantage it would never have been accepted, I suppose, by the great body of the civil servants, though at the time they got it and accepted it they were in the same position as we are. On the principle that something is better than nothing, it would be better than what we have got, but we ask for something more, something exceptional. To begin with, we could never serve on for 45 years, and under that Act that you are alluding to, in order to get the maximum bonus you must have 45 years' service.

5327. Mr. HEADLAM.—You must have 40 years' service?—I am talking of the bonus.

5328. You will never get more than two-thirds in any case?—I mean the bonus of 1½ years' pay, which it says you will get if you have 45 years' service.

5329. It does not depend on the service, does it?—It really does, sir. I am sure I am right—"Provided if he dies after attaining the age of 65 years the gratuity so granted shall be reduced by one-twentieth."

5330. Mr. HEADLAM.—I do not think it contemplates 45 years.

Mr. STARKIE.—My recollection is 40 years.

Mr. HEADLAM.—In any case it is not very material, but I put it to you would it be an improvement on your present position—would the officers in your Force prefer it to the present system?—Well, the present system provides nothing for the widows.

5331. As regards this Act you get something for the widows?—That is the only way in which it could be regarded as preferable.

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County Inspector J. E. L. HOLMES examined.

[Continued.]

5332. As you say, a large number of Civil Servants adopted it?—Yes.

5333. A great many people did, and it is quite possible the R.I.C. would prefer that system to the present one?—I do not think our Force would prefer it. I would not like to say it on behalf of others, because it has never been considered. I never heard it mentioned. I knew of it, but I never heard the officers talk about it.

5334. It would get over the difficulty of the widow being left without anything?—To some extent.

5335. To the same extent as applies to the Civil Service?—Yes; but we would not be half as well off under that as under the English Police Act, and what would become of all our deferred pay?

5336. The CHAIRMAN.—Besides this contingent advantage would arise only if you died?—Quite so. A matter that I have been asked to mention by officers is that officers who are being passed over for promotion for cause other than misconduct should be allowed to retire at the maximum pension of their rank on privileged terms, that is before putting in the full service.

5337. You mean they should arrive at the maximum pension before they had served the years entitling them to that pension?—Yes.

5338. Mr. HEADLAM.—Do you have to leave the Force at the age of 60?—No, a District Inspector has to leave it at 60 or 40 years' service, and a County Inspector at 65 or 40 years' service, whichever comes first.

5339. There is no power of continuation above 65?—No. With regard to good service pay, we think that it might be a little more liberally awarded to County Inspectors. There are only five drawing it. Many on the list will never be able to draw it, and if they do they will be able to draw it only for a few days or weeks.

5340. What exactly is that good service pay given for? Perhaps that is not your business?—No, I don't think it is. I know it is always now given to the five senior County Inspectors on the list, and that enables them to retire on a pension of £30 a year better than they would otherwise get.

5341. Does it count for pension?—Yes, it does. "Good service pay will be awarded to a limited number of officers, whatever their position on the list, who shall have specially distinguished themselves by active and zealous exertions in the discharge of their duties as police officers." I suppose County Inspectors are considered equally meritorious, and therefore it always goes to those at the top.

5342. You are speaking solely for County Inspectors now. You could not tell us how many District Inspectors get good service pay?—Six in the 1st, and 23 in the 2nd and 3rd get it.

5343. The CHAIRMAN.—At any rate your representation on behalf of the County Inspectors is that there should be more?—I should like to see more, because as it is I shall probably never get it.

5344. Mr. HEADLAM.—What are your duties, and how is the office organised?—I think I said the permanent staff consists of the County Inspector in charge of the branch—

5345. There are Assistant Inspector-Generals, are there not?—They have nothing to do with my work at all. They have their own departments.

5346. They are the heads of the Civil Service Department?—No, the discipline department in the Force. They have nothing to do with the Civil Service at all. They have their own staff officers.

5347. The CHAIRMAN.—First of all, as you have already told us what your staff was, you are what is

generally known as the Detective Branch at Headquarters?—I do not know how it is known, but it is described as the Crime Special Branch. There is the same department in the London Police, because I get communications from them in the same heading as ours.

5348. You have told us what your staff is—one District Inspector, but at present you have two?—Yes, but that is only a temporary arrangement owing to pressure of work.

5349. Then as to the remainder—there is a head constable?—He is lately promoted. A head constable is not necessarily a member of the staff at all. There is at present a head constable and he is retained there because his services are very valuable, and in fact indispensable. Up to a few months ago he was only a sergeant. There are two sergeants and a constable, and the constable is also a temporary appointment. The permanent staff is an officer, a sergeant, and a constable.

5350. Your office exists for the purpose of dealing with a special class of crime?—Yes, organised crime.

5351. Mr. STARKIE.—I think the duties are very much the same as were performed by the Crime Special Officers under the Divisional Commissioners?—Yes. It is all amalgamated and centralised here.

5352. The CHAIRMAN.—This is a survival of the Commissioners' Assistants. There were formerly Commissioners for the various districts in Ireland?—I would not like to say it was altogether that. The Divisional Commissioners had two departments. We are the survival of the Crime Special Branch, which was amalgamated and centralised in Dublin.

5353. At one time there were five, and then, before they were entirely dispensed with, only two Divisional Commissioners?—I know there were five.

5354. At all events they were dispensed with gradually?—Yes.

5355. At that period of time the Divisional Commissioners communicated all crime direct to the Crime Branch in the Chief Secretary's Office?—I believe they did.

5356. I want to bring you up to the change which led to the creation of your office. The Crime Special Branch in the Chief Secretary's Office was more or less reduced?—It was.

5357. And the Commissioners' system abolished?—Yes.

5358. And the staff connected with it?—Yes.

5359. And then officers in the country instead of communicating with the Divisional Commissioners on the subject of crime, special and ordinary, communicated directly to headquarters?—Yes.

5360. And as regards crime special, which is connected with organised agrarian or political offences, your branch exists as the medium of communication between the officers and the Government?—Yes, exactly.

5361. As regards crime ordinary, that goes in the ordinary way from the officers to another branch in the Constabulary Office?—Yes.

5362. Presided over by one of the Assistant Inspectors-General, or the Deputy Inspector-General?—That is pretty well the arrangement that exists.

5363. That I call the survival of the Divisional Commissioners system?—Yes, you have described it perfectly.

5364. That divisional system was created at a time when the state of the country made the ordinary way of dealing with crime impracticable?—Yes, I suppose it was.

Colonel Sir NEVILLE CHAMBERLAIN re-examined.

5365. The CHAIRMAN.—We had a good deal of evidence on the subject of the officers' case, and perhaps you would like to make some observations on the various statements put forward?—I do not propose to say very much about the question. The officers have put forward their case in some detail and in an able manner for the consideration of the Committee. As regards their appeal for more pay I will confine myself to saying I cordially support it on the

general grounds put forward, namely, the rise in the cost of living, and in a minor degree the standard of living, which has taken place since their pay was last considered and fixed in 1882. On the general question I do not propose to offer any further remarks. As regards some details touched upon I would like first of all to make some suggestions about Belfast. The officers there have pointed out the disability they labour under as regards the cost

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of their rents. The Commissioner, as pointed out, gets £80 lodging allowance and his house costs £104. The average cost of a District Inspector's house there is £55 18s., and his allowance is £50. These matters have been put before you and will receive your careful consideration. With reference to the pay of the Commissioner, I have felt for long past that in view of the great responsibility involved in the policing of the City of Belfast, even though he can lean and does lean to such an extent as the regulations lay down, on the Inspector-General, yet broadly speaking he practically has the responsibility of chief constables and others who command police forces in a large city in Great Britain. We have had comparisons with the pay drawn by officers across the water. Those will receive your consideration, but I would prefer to compare the pay of the Commissioner of Belfast with the emoluments drawn by the officers in command of the other great Irish police force, the Dublin Metropolitan Police. The police area of Dublin is larger, but the population may be regarded as practically the same. The population of Belfast is, I am informed, slightly in excess of that of Dublin. Be that as it may, the Commissioner of Belfast has a very anxious time, due no doubt to the peculiar conditions which obtain in Belfast. He is, as I said before, subject technically to the control of the Inspector-General, so I will not compare his pay with that of the Chief Commissioner of the D.M.P., but I will ask you to consider how his position stands with reference to the Assistant Commissioner of the D.M.P., an officer on whom very great responsibility and hard work devolves at all times. The Commissioner of Belfast draws a pay of £600 a year, servants' allowance £45, lodging allowance £80, and forage allowance £50, total £775. The Assistant Commissioner of the D.M.P. has a salary commencing at £600 and rising by annual increments of £20 until he reaches his maximum in 10 years. His allowances are £5 for horse, £45 for forage, and £45 for groom. He draws no house rent. The present Commissioner of Belfast has held that position for nearly five years. He draws a total, including pay and allowances, of £775. An Assistant Commissioner in the D.M.P. who had held that appointment for five years would draw £795. If the Commissioner of Belfast served ten years he would still draw £775. The Assistant Commissioner of the D.M.P. in ten years would draw £895. There is this difference between the chief police officer in Belfast and the chief police officer in command of the D.M.P. that the latter receives £50 for locomotion expenses, in addition to a horse allowance, and his salary is considerably larger. I would suggest for the consideration of the Committee that the pay of the Commissioner of Belfast should be increased to such an extent as they may think equitable in view of the very heavy responsibilities which devolve upon him, and the fact that he commands a police force of between 1,200 and 1,300 men. His rank in the Force is that of a County Inspector. I would not suggest any alteration in the rank, because it might happen, as was unfortunately the case a few years ago, that the officer holding the appointment had to leave Belfast on account of ill health. He could not stand the strain of the work there, and he therefore reverted to duties in the country, and I am glad to say his health has been completely established. It is difficult for me to estimate how the value of the services of the Commissioner of Belfast could be met by an increase of pay, but I suggest that a special allowance should be given to the Commissioner for serving in Belfast of at least £100 a year, and that his lodging allowance should be raised to £100, this allowance to be pensionable.

5366. Before passing from the consideration of the Commissioner in Belfast, he is paid partly by the City Authorities and partly by the Government?—I think so.

5367. Originally the salary was £400 a year paid by the City Authorities. It was then raised to £600, and that additional £200 was paid out of the public vote?—I am not familiar with the circumstances. A point I want to mention in connection with the forage allowance drawn by officers is that it is absolutely necessary for an officer to have his own means of locomotion, so

that it would be available at the shortest notice in the event of a crime breaking out. Often he cannot obtain cars locally, and it is obviously undesirable he should be under any obligations to local persons to help him in moving about his district. He is enjoined to constantly patrol his district. He has to look after the discipline of his men, which involves night visits to the stations and sudden visits during the day, and taking it all round I believe it would be a distinct falling off in efficiency if officers had not their own means of locomotion. As regards the hiring of cars, I learn that the hiring of cars would in many cases be found to be more expensive than the grant of £50 for forage allowance. An officer told me he could not procure a horse for some weeks in his district. He was only allowed car hire equivalent to the forage allowance, and his expenses were much greater. I was not able to be present during all the evidence given by the officers. I believe a question was asked as to whether it was possible the amount of the forage allowance should vary with the size of the district. It costs as much to keep a horse in a small as in a large district.

5368. Mr. HEADLAM.—That is not quite the question. The question is whether if the £95 allowance was consolidated that allowance should be given as pay and vary according to the work of the district?—That is on the assumption that the officer would hire cars, but our experience is unanimous in showing that in many parts of Ireland where an agitation suddenly arises you cannot depend on hired cars. As men get older in the service they do not care to ride a bicycle, and certainly not a motor bicycle. My personal view is that such an arrangement would not be of advantage to the service. As to the three officers who came forward and made a special case in their evidence before the Committee, I was not present when they gave their evidence, and I do not know if there is anything you would wish to ask me about their respective cases. One case I wish to mention before any question is asked, and that is as regards Mr. Kelly, the Barrack Master. He has put his views forward, and I do not think there is anything to be added to what he has said. It seems an equitable proposal that he should be treated on the same lines as his brother officers.

5369. The CHAIRMAN.—The Riding Master put a special case here. He said his impression on appointment was that he was being appointed at the bottom of the list of District Inspectors, and that he was to rise according to seniority, and according to the place he would occupy on the list. We asked him whether when he found out that this was not the case he made any representation on the subject, and he said he had made an application some years ago for promotion in the ordinary way, but he didn't tell us exactly or clearly what he understood by the reply given him. He said the reply was adverse. He rather left the impression that he was appointed but did not distinctly understand the terms of service?—I understand your impression to be that Major Odium believed when he had been appointed to the Force that his promotion would follow in due course to a higher grade. A letter was written to him in 1903, the conditions of which he accepted. The letter is—"His Excellency the Lord Lieutenant and the Lords Commissioners of His Majesty's Treasury have been pleased on recommendation to approve of your appointment to the Royal Irish Constabulary Depot with the honorary rank of 1st Class District Inspector." He came in with the rank I have just mentioned, but there was no suggestion, nor was it contemplated, that he should rise to the rank of County Inspector. I have no recollection of any representation being made on his behalf since then.

5370. Mr. STARKIE.—The Riding Master complained of not receiving fuel and light allowances?—He complained about fuel and light, and in a letter addressed to the Government on the 10th August, 1903, I recommended that Major Odium should receive a free supply of fuel and light.

5371. Mr. HEADLAM.—Subsequent to the date of his appointment?—During the negotiations. It was written on the 10th August while negotiations were pending.

5372. Before he had accepted the post?—He did not accept it until September. On consideration by His Majesty's Treasury the Lords of the Treasury replied that they remained of the opinion they had already expressed that Major Odium should pay for his fuel and light.

5373. He was not promised fuel and light on his appointment?—He was informed of the Treasury decision and was told he would have to supply his own fuel and light. County Inspector Holmes dealt with a question of very great importance to officers of the Force, and that is the question of pensions to their widows and children. He went into the matter fully, and other officers have done the same. I cordially support this claim, and I only regret it was not possible to bring the matter into the Police Bill of 1908. From the correspondence which passed I had hopes that the Government were inclined to consider the matter sympathetically. I cannot, of course, speak for all the officers, but from my point of view I think that as regards a superannuation scheme they should be dealt with as police officers are in England, and not as Civil Servants.

5374. At present if an officer is killed in the exercise of his duty can a pension be given to his widow by Treasury authority or is that illegal?—The only case that occurred before I came here, the case of District Inspector Martin. We all feel the Government would deal liberally and generously with the widow of an officer killed on duty.

5375. The CHAIRMAN.—There were two or three cases in the old days, and the Treasury never refused?—Probably they would not refuse, but there is a feeling of uncertainty as to what might happen.

5376. Mr. HEADLAM.—It would place matters on a more satisfactory footing if they knew what would happen in the event of their death on duty.

5377. The CHAIRMAN.—To take the place of the provision which an officer is now obliged to make by insurance?—Yes. As regards servants there was a discussion as to whether an orderly might not take the place of a servant. There are 233 officers in the Force, apart from the Supervising Staff, and it comes to this, that we should have to provide 233 more men to take the place of the 233 men withdrawn from their regular duties, and a constable costs considerably more than a groom does.

5378. Mr. HEADLAM.—That is to say you could not spare them for that duty?—We could not spare them. At present we are under strength. Our strength could not spare 233 men for these duties, and if we could spare them we should be paying considerably more than we are at present.

5379. Mr. STARKIE.—The officer concerned would also lose, because he would have to pay the orderly?—I did not contemplate that.

The CHAIRMAN.—At the time the change was made all that was fully discussed.

5380. Mr. HEADLAM.—There would be no object in it if the men would have to be replaced in the ranks, but if they could be taken, as in a regiment, without their places having to be filled there would be something to be said for it.

Witness.—One minor point which I noticed in the evidence of Mr. Molony. He was under the impression that 2nd Class District Inspectors were oftener employed in cities and towns than 1st Class District Inspectors. Forty-five 1st Class and eighteen 2nd Class District Inspectors are employed in large towns, and one 3rd Class District Inspector is employed in a large northern town because of special northern experience.

5381. The CHAIRMAN.—I do not think he suggested they were selected because they were 2nd Class, but he made the statement that there is no particular district assigned to a particular officer?—I only want to let the Committee see the allocation.

5382. The CHAIRMAN.—There is one point, Sir Neville, as regards the periods of increments of 1st class District Inspectors, it was suggested here that in the case of a man risen from the ranks that he really never got to the top of his pay, owing to the period at which it was given, and that as regards a man who has not been raised from the ranks, if he became a County Inspector he never drew it?—Yes.

5383. Mr. HEADLAM.—Is there any particular object

in having 3rd class District Inspectors? Why should not they be all one class?—In many cases their duties are the same, but a 3rd class District Inspector is not paid as much as senior men, because he has not given so many years of commissioned service to the State. A man works up through the various grades, though he may be doing excellent work in the grade he is in. I cannot say how the different grades were arranged in the old days. I found the system in being when I came here.

5384. It has rather arisen out of the allocation of districts to District Inspectors?—It is entirely in my hands, and it is done in accordance with the way I consider the different officers, who by this time are very well known to me, will suit the different places they are sent to, and also how such places will suit them. It depends a good deal on how a man will suit a place.

5385. There are no places specially assigned to 1st class or 2nd class Inspectors?—No, it is entirely at my own discretion. Third-class Inspectors are sent to what I would call, for want of a better word, unimportant districts, to enable me to see later on what their capability is. It is very rarely one of the 3rd class is sent to an important post.

5386. Mr. STARKIE.—Does that apply to promoted as well as cadet officers?—To all officers, for the promoted man is only just finding his feet as an officer. They have difficulties too to contend with in the same way as a cadet officer has.

5387. The county headquarter stations appear to be largely filled by 1st class District Inspectors?—A great many of them are. By sending officers to the more important stations it gives me and the Promotion Board an opportunity of gauging whether they are fitted for the responsibilities of a County Inspector later on. I regard it as a duty to give all officers, if possible, an opportunity, as they rise in the service, of showing what they are worth in county headquarters, where they take the place of the County Inspector when he is absent on leave or duty. That test has been a valuable one in enabling me to form an opinion whether a man is fitted for a higher rank. There is another slight point, I understand District Inspector Taylour, of Cavan, gave some evidence with regard to the force under his command. The actual number of non-commissioned officers and men in Cavan is 47, including head constables, sergeants, acting-sergeants, and constables. The number of constables is 35. The nominal strength is 54, the reason of the discrepancy being that although we try to keep the Northern counties up to the full strength as far as possible, with our present shortage of recruits it is not possible to do so in every instance. Every county has a proportion of recruits in training at the Depot. I am glad he gave that evidence. It enables one in a measure to compare the number of men under one of our District Inspectors in a district which at the present time is under strength. The District Inspector in Cavan has 47 non-commissioned officers and men under his orders. In Berkshire Mr. Dunning told us there were eight Superintendents out of a force of 276 men. County Inspector Holmes told us to-day 273; but I will take the 276, and that would give one Superintendent, who is analogous to a District Inspector, in charge of 34½ men, as compared with the District Inspector in Cavan, in charge of 47 men.

5388. Mr. HEADLAM.—Did you tell us the number of sergeants and acting-sergeants in Cavan?—One head constable, eight sergeants, and three acting-sergeants.

5389. And in the Berkshire Force?—I am not aware. The figures given by Mr. Dunning were 276, and I suppose there are a proportion of sergeants in that force. I do not propose to say much more; but with reference to this matter about our organisation, and as regards our officers and so on, it is possible that some impression may exist that the organisation of the R.I.C. is in some way archaic or out of date. As regards that, I would mention that in recent years several officers of the R.I.C., trained in the traditions of the Force, and thoroughly conversant with the organisation and distribution of the men, and the means we adopt for patrolling, the prevention of crime, and the maintenance of law and order, have been selected for such important Cross-Channel Chief Constableships as Bristol, Glasgow, Liverpool, Birkenhead, Newcastle-on-Tyne,

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the City of London Police, and many county forces in Great Britain. The officer who appeared before you, Mr. Dunning, is an old member of the R.I.C., and he is one of H.M. Inspectors of Constabulary in Great Britain. These officers were all trained and brought up in the conditions and arrangements of the R.I.C. Since I became Inspector-General we have had visits from representatives of foreign powers to study the arrangements and distribution of our Police Force, and the policing of the country. We have had detachments of African Police sent here for instruction, and we are constantly sending instructors to many of our Colonies. For some years past the Colonial Office has arranged for their Colonial police officers being trained with us. Very often we get applications from Colonial Police Forces and others for our code of police duties and other regulations. I am certain no organisation is perfect in any department of the State; but I am satisfied, after some years' experience, that on the whole the organisation of the R.I.C. has proved itself to be admirably adapted to meet the varying conditions of the police service in Ireland.

5390. Mr. STARKIE.—Some of the officers suggested a uniform lodging allowance for all grades of District Inspectors? I did not hear that particular recommendation. I would like to leave that matter for the Committee. House rent varies. Some stations are cheaper and some dearer; but I am not prepared to make any recommendation. The officers have given their evidence.

5391. You say that 3rd class District Inspectors are sent to unimportant places?—Yes.

5392. Mr. HEADLAM.—The Commissioner of Belfast is an ordinary County Inspector?—He is a County Inspector selected anywhere on the list for his special presumed fitness for Belfast, which is a very difficult post to fill.

5393. The CHAIRMAN.—And I understand from you that, contrary to the arrangement that once existed, he should still remain on the County Inspector's list?—I was not aware there was once a contrary arrangement; but in my time it has proved of great advantage to retain him on the list, so that if his health should become temporarily affected he may revert to his former duties.

5394. Mr. HEADLAM.—He is one of the number of 36 County Inspectors who are statutory?—Yes.

5395. And that number cannot be varied except by Act of Parliament?—I believe not.

5396. Whereas the District Inspectors can be varied by the Lord Lieutenant?—Certainly. I do not know the limits.

5397. Within the limits laid down?—We are far under the limit we could go to.

5398. Do you know why a distinction was made with reference to the two ranks, and why the County Inspectors cannot be varied without an Act of Parliament?—I am not aware. It was before my time.

5399. Do County Inspectors go on detachment duty?—Not on detachment duty outside their own counties, unless specially directed. Another County Inspector may be sick or he may have a very large meeting in his own county.

5400. That is not normal?—No, unusual.

5401. As a rule it is only District Inspectors?—Yes; they accompany their detachments. That is a constant duty of the District Inspectors. Mr. Metcalfe gave you the average number of Constabulary, including District Inspectors employed on detachment duty for a number of years past. It depends on the state of the country.

5402. The CHAIRMAN.—When a force of a certain strength is assembled you like to have a County Inspector in command if he is available, and if they exceed that strength, and the situation requires it, you send an Assistant Inspector-General?—Of late years the tendency has been to let County Inspectors command large detachments in their own counties. A County Inspector is supposed to command 100 men; but I have allowed them to command 150 and more.

5403. Mr. HEADLAM.—In assigning County Inspectors to counties that is a matter for yourself?—Yes.

5404. Is the cost of living in all counties in Ireland much the same?—I think the cost of living is uniform in Ireland. It may vary to some slight degree.

5405. Are the duties equal?—No, the duties are not equal. It depends on the size and condition of the county. During my time in Ireland there are few counties which have not been disturbed.

5406. I suppose you could put in a statement showing the number of District Inspectors on detachment duty at the present time?—I think we have got one District Inspector on detachment duty in connection with foot and mouth disease.

5407. The CHAIRMAN.—On the 17th of the month you will have more?—We shall have more.

5408. Mr. HEADLAM.—Can you tell us about the candidates for Cadetships, the number and character of them?—The average number of gentlemen who have been on the list nominated by the Chief Secretary during the last 10 years for Cadetships by competitive examination has been 31, of which 19 on an average presented themselves for examination. Since 1900 we have had 16 Cadets with University qualifications, or analogous qualifications. I consider that while we have got some excellent young officers among those who have been successful in the competition during the last 5 or 6 years, the quality of many of the gentlemen who come before me before the examination commences—it has been the custom that the Inspector-General should interview those gentlemen before they present themselves—has on the whole deteriorated. I am not talking about social qualities, but I am talking of the impressions they convey to me. Having been in the public service for some years, and seen all sorts and conditions of men, I do not think the general class of young gentlemen who come forward for examination is up to the standard of what it was during the first few years I was Inspector-General. It is difficult to convey my meaning in words, but they do not give me the impression they are quite as fitted to command men as those I saw at first.

5409. The CHAIRMAN.—Are they the same age?—About the same age and physique, except that like many young men nowadays I cannot see quite the same all round standard of physique as we had when I came here.

5410. I take it that it is generally what is called presence. They do not attract you as favourably?—They do not strike me as being so promising for the command of men as those I saw in former years, though some young officers have done admirable service.

5411. As a matter of experience it is not often that an applicant for nomination is refused by the Chief Secretary or Lord Lieutenant, as the case may be?—I am not aware. I can only reply as regards those who present themselves, but there is also what is perhaps an important point. I gave figures, I think, of 31 on the list and the average of 19 competing, but in former days, some 20 years ago, 40 or 50 would compete at an examination. I speak under correction, but that is my impression.

5412. For how many vacancies?—Four vacancies, now we have less than twenty competing as a rule.

5413. Mr. HEADLAM.—Do you have the examination very often?—We have an examination every 9 or 10 months. As I see vacancies are likely to fall, I intimate to the Chief Secretary that in three or four months time there should be an examination. Then the candidates come up and pass a Civil Service examination and a medical test.

5414. The CHAIRMAN.—Can you account for it in any way in your own mind?—No, I cannot. May I correct that remark? I think it is possible that young men, and their parents and guardians look round them and think they see in other walks of life a more profitable channel into which to direct their energies than in the R.I.C.—in trade, commerce, professions, and so on.

5415. It is a highly competitive examination in a more or less limited number of subjects, and it requires special grinding, so that a man cannot expect to pass that examination with an ordinary examination knowledge, or without at least six months special preparation, and then if he fails he has lost six months of his life at an important period?—Yes.

5416. Is there any way in which that could be remedied?—I don't see how it can so long as you have a competitive examination for a special profession.

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5417. Suppose you adopted the plan tried for the Egyptian Civil Service, nomination of candidates by Universities and others, and examination by a Board without any competition?—Like Cadets in the Navy?

5418. Yes, but at a later age when the records of the people are available?—I think that is a very ideal system, but the Inspector-General has already a heavy load on his shoulders. I should hesitate to undertake the responsibilities.

5419. The CHAIRMAN.—Just before you close, as to your own particular staff?—I have a Deputy Inspector-General, three Assistant Inspectors-General, one of whom is Commandant at the Depot, two officers in the Crime Special Branch, and my private secretary.

5420. Well, now, the Deputy Inspector-General?—He deals with all matters in connection with the prevention and detection of crime, that is ordinary crime. He acts for me when I am absent, sick or on leave. His duties are extremely onerous, and fill the whole of his time.

5421. Then the Assistants?—One of the Assistants deals with correspondence and accounts which require Headquarters approval, barrack repairs, clothing, arms, the equipment of the Force generally, and the correspondence within the Force, and with the correspondence between this Department and the D.M.P. and other police forces. He also deals with contractors, with the transfers and exchanges of men, and minor matters affecting the administration of the Force; and with all claims regarding recommendations and awards for officers and men throughout Ireland. He is on the Promotion Board. He annually inspects about 30 district headquarters, and a number of sub-districts and stations and he acts for the Deputy Inspector-General in his absence. He acts for the other Assistant Inspector-General when he is absent, and under similar circumstances his work is done by the other Assistant. The duties of the other Assistant Inspector-General are principally concerned with the discipline of the Force, and correspondence in connection with it. That is a very large section of his work, not because the Force is undisciplined. The statistics for undiscipline are only 3 per cent., but there is a voluminous amount of correspondence from everybody who thinks he has some cause of complaint in which discipline is involved, and it all has to pass through this officer's hands. These complaints come from private persons and public bodies because of acts done by the police in the execution of their duty. He is also associated with the other Assistant Inspector-General in working out the Reward Board files and promotions, and he has to take his turn in examining matters of finance, such as the claims of officers and men for subsistence

and travelling allowances, repairs to barracks, and other financial questions. Very often in the absence of the other officers he has to deal with crime. He has to tour the country at frequent periods on the bi-annual inspections. Occasionally an Assistant Inspector-General is required to take charge of police assembled to prevent riot in times of popular excitement. Whenever an Assistant Inspector-General is absent on leave or otherwise the work of the officers of the Headquarters Staff is considerably increased. They have their days very fully occupied, and at times it is difficult to cope with the work.

5422. Mr. HEADLAM.—Have the Deputy Inspector-General or the Assistant Inspectors-General officers under them?—No, but they are in charge of the Civil Service Staff.

5423. They are the heads of departments which are composed of civilians?—Yes.

5424. And their work goes through those branches to the Deputy Inspector-General and then on to you. Is that it?—Yes, generally so.

5425. There is only one small point, the question of clothing. Do you happen to know the financial effect of the change of the system from the War Office control of the clothing to your own?—Yes, I think the change has been a great improvement on the whole. When found suitable we use cloth made by Irish factories for the clothing of the Constabulary. I only regret that the clothing industry in Ireland is not sufficiently advanced to give us all our clothing. Some still comes from across the water. The output in Ireland is not sufficient. Such as we do get is very satisfactory, but it is not as much as I would wish. The arrangement by which clothing supervision has been transferred from Pimlico to Ireland is satisfactory. It has removed an objection made by Irish manufacturers when their goods were sent over to Pimlico at great expense. There can be no suspicion as regards unfair play at our testing shed at the Depot. Any Irish manufacturer can be there to see his goods tested, and the change has been a happy one. It has thrown more work on the barrack master.

5426. The clothing is as good, if not better?—I consider the clothing is extremely good at present.

5427. And the cost is the same?—Yes.

5428. The CHAIRMAN.—Comparing it with what comes from across the water, I believe that the difficulty with the Irish manufacturer is that while the material is good, perhaps up till a recent period, the finish was not quite so fine. Is that so?—I think it is. At any rate we have not captured the trade of the Irish woollen factories as much as I would like to see.

The Committee adjourned.

THIRTEENTH DAY—WEDNESDAY 18TH MARCH, 1914.

At No. 5, Upper Castle Yard, Dublin.

Present:—The Right Hon. Sir DAVID HARREL, K.C.B., K.C.V.O., I.S.O. (Chairman); Mr. MAURICE F. HEADLAM, Treasury Remembrancer; Mr. ROBERT F. STARKIE, R.M.; and

Mr. JOSEPH BRENNAN, *Secretary*.

Mr. FREDERICK HENRY McLEOD examined.

5429. The CHAIRMAN.—What is your position at the Board of Trade, Mr. McLeod?—I am the Director of the Department of Labour Statistics.

5430. You have kindly come here at our request to give us some information on the subject of the variation in the prices of various commodities as well as the variation in the wages paid to labour for some years past?—Yes, as far as I can.

5431. What can you tell us as to the course of prices?—If you will look at the chart* with which I have supplied the Committee, you will see that in the early seventies prices were at a very high level, and that from 1873 there was, with minor interruptions, a rapid fall in prices, until in 1896 the lowest point was reached.

5432. In looking at the chart, Mr. McLeod, I see

* *Vide* Appendix XX.

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Mr. FREDERICK HENRY McLEOD examined.

[Continued.]

that while the very lowest point in the prices of commodities was reached in 1896, there had been, as shown in your Chart by the red line, beginning at about the year 1880, a gradual rise in wages until 1885, when it sank a little, and from 1886 until the present time the upward tendency of wages with few fluctuations, has continued until the year 1913?—That is so.

5433. So that, coming again to what I was at, although the prices of commodities reached the lowest stage in 1896, that did not interfere with the upward rise of wages?—No, and the working people got the benefit both ways—the fall in prices and the concurrent rise in wages. Since 1896 the rise in wages has been accompanied by a rise in prices, so that they have only got the benefit one way—on the wages side.

5434. Mr. HEADLAM.—This chart deals with the wages and with the wholesale and the retail prices in the United Kingdom as a whole?—Yes.

5435. When we say the United Kingdom as a whole, what are your Irish factors which go to make the general whole?—The chart as regards wholesale prices is mostly based upon the import and the export values.

5436. As shown by?—By the Board of Trade Statistics.

5437. From Ireland?—For the United Kingdom as a whole.

5438. The CHAIRMAN.—You said that there was a rapid fall in prices until 1896, when the lowest point was reached. And since 1896?—After 1896 prices began to rise, and have continued to do so until the present time. But if you will look at the chart you will see that, even so, prices are not much higher now on the whole than in 1884. That is a fact often forgotten by people who take short views.

5439. Would you give us some figures?—The Board of Trade Wholesale Prices Index Number for 1873, the year of maximum prices, was 151.9, as compared with 100 in 1900, which we adopt as the base year. For 1896, the year of minimum prices, the Index Number was 88.2, and for 1913 it was 116.5. In 1884 it was 114.1. This is, of course, nearly a generation ago, when, perhaps, the standard of life was not so high.

5440. Do the Index Numbers for the "Food and Drink" group of articles follow the same course as those for all the articles included in your Wholesale Index Number?—I am handing in a Table—Table I., from which you will see that they do, very broadly, over the whole period, but, for 1875-83, the Index Numbers for this group were markedly higher than for all articles, the decline in food prices not commencing until the eighties.

5441. What were the Index Numbers for the "Food" group in the extreme years, and in 1913?—For 1877 the Index Number was 154.8; for 1896 it was 93.3, and for 1913 it was 117.7.

5442. We are particularly concerned with prices in the years 1882 and 1901?—In 1882 the Index Number—the Wholesale Index Number—for all articles was 127.7; for 1901 it was 96.7. The figures show that prices in 1913 were 9 per cent. below those for 1882, and 20 per cent. above those for 1901.

5443. What are the corresponding percentages for the "Food and Drink Group" of articles?—The corresponding percentages are these:—17 per cent. below 1882, and 18 per cent. above 1901.

5444. Will you indicate the scope of this series of Wholesale Prices Index Numbers?—It relates to the prices of 47 articles. I could give you the full list; but these are the principal ones—coal, metals, textiles, corn, meat, dairy produce, timber.

5445. When you say "metals" what do you mean?—In the Report on "The Cost of Living of the Working Classes," you will find all the details given—pig-iron, copper, zinc, tin, and lead. If you like we will put in that table showing the composition of the Index Number.

5446. To what extent do you think a series of Index Numbers for Ireland, if such were available, might be expected to differ from these Index Numbers for the United Kingdom?—For most of the articles included I think the course of prices in Ireland must be generally similar to that in Great Britain; but the fluctuations in agricultural produce might be some-

what different owing to the fact that in Ireland you produce large quantities locally and consume them locally. Broadly, however, I should think that the general course of prices shown by this Index Number would apply to Ireland.

5447. Mr. HEADLAM.—That is for wholesale prices?—Yes.

5448. The CHAIRMAN.—I see that in the chart you also give curves relating to retail prices. On what are they based?—The only long comparison of retail prices available relates to London. For 1892 onwards 23 articles of food are included in the London retail prices index number; for earlier years our Index Number is based on the prices of 9 articles only. I am handing in Tables II. and III., showing the Index Numbers on which the retail price curves are based.

5449. Mr. HEADLAM.—You have no retail prices for any Irish towns?—It is very difficult to get a long series of prices. Official Labour Statistics are, I may say, of comparatively recent origin. In 1886 there was a Resolution of the House of Commons asking that the Government should prepare full and accurate Labour Statistics. On that Resolution a start was made, and in 1893 a separate department was formed. Consequently it is only within the limits of that period that Labour Statistics have been systematically collected. I may say that the effect of wages rising and the prices falling concurrently was that everybody was more or less benefited. It is only since wages have not kept pace with the rise in prices that the trouble has arisen. Consequently it is comparatively recently that we have really gone into the question of the cost of living. Our first systematic inquiry into cost of living in towns was in 1905.

5450. The figures showing the course of retail prices were confined to London?—That was the only available long series of figures. We searched high and low, and we found that nearly everybody had destroyed their records. We happened, however, to get hold of this very good record. We have tested it, and it comes out quite well.

5451. There are no means of getting hold of similar figures for Ireland?—No, we tried. We have, however, figures for 1905 and 1912, and, after all, that period covers the acute phase of the rise in prices since 1900.

5452. The CHAIRMAN.—I take it that in your inquiries you ascertained that uniformly reliable information is only to be obtained from the figures in towns of a considerable size?—We have investigated a lot of small towns. In 1905 we did 314 towns for the Post Office. The Post Office started a new system in 1905 of regulating scales of wages according to two factors—one factor, the cost of living, and the other factor, units of work.

5453. I was rather suggesting that for the purpose of arriving at a general average of rise and fall in certain commodities, that the information obtained from fairly large towns would be a better foundation than the information received from small towns where local circumstances might very much affect the prices of commodities?—Yes, that is so. In large towns you have free competition among the traders, and that tends to standardise the prices, whereas in the small places, if you go down pretty low, there is less competition.

5454. And much depends upon the character of the trader?—Yes, and his customers.

5455. And he is affected more or less—he must be—by the prices elsewhere. But still the price in a place where, as you say, a standard is obtained by proper competition, is more reliable than the other?—I will give you an indication of our opinion. We did these 314 towns for the Post Office, and when we came to publish a book of our own, we found it sufficient to use the results for something under 100 of the principal towns.

5456. The course of prices shown by this retail prices index number appears to be similar to that shown for wholesale prices?—Yes, it is generally similar, though there are divergencies at particular dates.

5457. May I take it that retail prices usually follow much the same course as wholesale? Yes. Any permanent movement in wholesale prices would usually

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Mr. FREDERICK HENRY McLEOD examined.

[Continued.]

be reflected sooner or later in retail prices. There are, of course, various considerations which tend to disturb the relation between wholesale and retail prices—for example, the desire of the retailer to avoid frequent changes in the prices of particular articles and the inclusion in the retail price of charges incurred after the article leaves the wholesale merchant; but ultimately there must be general sympathy in the movements of wholesale and retail prices. That is fully established. At a particular place and on a particular date you would not get exact correspondence always.

5458. Mr. STARKIE.—The retail prices remain up longer than the wholesale prices?—There is that tendency. The retailer does not like to be constantly shifting his prices.

5459. The CHAIRMAN.—Apparently you have no long comparison of retail prices in Ireland. You have, however, the results of the special inquiries in 1905 and 1912?—Yes. The inquiry of 1912 was conducted on the same lines as that of 1905, with a view to obtaining comparable results. We tried to make as strict a comparison as possible.

5460. Would you give us a list of the commodities in regard to the prices of which inquiries were made in 1905 and 1912?—The commodities included were bread, flour, potatoes, beef, mutton, pork, bacon, eggs, milk, butter, cheese, tea, sugar, and coal—in fact all the articles which dominate the workman's budget.

5461. How many towns in Ireland were included in the inquiries?—Six were included in the inquiries of both 1905 and 1912, viz., Dublin, Belfast, Cork, Londonderry, Limerick and Waterford—the six principal towns.

5461a. Were no smaller towns investigated?—Not as part of the inquiry of 1912. For 1905 we made similar inquiries in 14 other towns. I may explain the reason of that. In 1905 the Post Office wanted us to do these small towns, but when we began our 1912 inquiry the Post Office did not ask us to do small towns, and, as a matter of fact, our inquiry of that year was largely independent of the Post Office, although they used our results, and we gave evidence before the Select Committee of the House of Commons on those results.

5462. In regard to the comparison of the cost of living in 1905 and 1912, what did you find?—We found that the mean advance between 1905 and 1912 in the six towns worked out at about 15 per cent. The figure for Dublin was exceptionally low—only 9 per cent, as compared with 13 to 19 per cent. for the other towns.*

5463. Mr. HEADLAM.—What was the reason?—The reason for the comparatively low percentage rise in the case of Dublin was the price of milk. In 1905 milk was higher than in 1912, and Dublin was the only Irish town in which this was so.

5464. Mr. STARKIE.—It might have been caused by the establishment of the creameries?—No, because we find that in the other Irish towns we do not get that fall. As a matter of fact the effect of the creameries might possibly be in the other direction, as they make so much butter for export.

5465. The CHAIRMAN.—The results show some variation. I take it some articles show a fairly uniform change in price throughout the six towns while others vary considerably?—Yes. On the whole the changes in prices of meat, tea, sugar, cheese, butter, flour, and coal are sufficiently similar to lead one to suppose that the average increases recorded for these articles in the six towns would probably apply to a larger number of towns.

5466. And which are the articles showing variations?—Potatoes, milk, eggs, bacon, and bread have changed by very irregular amounts. That is partly accounted for by the fact that these articles are produced to some extent locally, especially potatoes.

5467. When you were making these inquiries, I presume they covered the prices for a considerable period of time antecedent to the time they were made?—No.

5468. Were they the prices actually in force at the inquiry?—For the 1912 Inquiry the prices were obtained for a given date—the same date for all towns. It is very important in comparing prices to get the prices at the same season of the year. In 1905 we

got the prices for October, and consequently we were obliged to endeavour to get the prices for October, 1912.. The prices of such articles as eggs are very much affected by the season.

5469. And potatoes even more so?—Potatoes also.

5470. Although you have not re-investigated the smaller towns, have you formed any opinion as to how far the average results for the six towns would apply to the smaller towns?—That is really a very difficult question. Local circumstances affect individual towns very much. But if we were to get an average result for the whole number of smaller towns, the prices would probably show very much the same increase as the average result for the six towns. If a man came to you and produced an isolated example it might be somewhat different from the average for the six towns; but if he could bring to you the average result of a large number of smaller towns I should not expect a very wide difference.

5471. In many of the statements laid before us there have been references to the increased prices of particular articles. What did you find in regard to the change in the prices of meat in the six towns between 1905 and 1912?—In October, 1912, the prices of beef and mutton were usually not very different from those in October, 1905. In some cases prices were a little higher, in others, lower. Pork prices were generally higher at the later date—on an average by less than $\frac{1}{4}$ d. per lb. I may say that in 1912 you had foot-and-mouth disease in Ireland, and the exportation of cattle was restricted; consequently farmers and others had a lot of cattle left on their hands; and I think that that is the real explanation why prices did not rise in Ireland quite so much as in England. Between October, 1912, and October, 1913, beef went up 3.8 per cent., mutton, 5.2 per cent., pork, 10.2 per cent., and bacon, 13.1 per cent.

5472. Mr. HEADLAM.—Is that in the six Irish towns?—Yes, the same six towns.

5473. The CHAIRMAN.—Bacon, of course, was much higher than in 1905?—Yes, about 2d. per lb. higher in 1912, on the average. Eggs were also much dearer.

5474. Mr. HEADLAM.—Is that American or Irish bacon?—It would be mostly Irish.

5475. The CHAIRMAN.—I suppose the prices of all bacon, the higher priced and the lower priced, increased?—So far as the working man is concerned bacon is now becoming a luxury.

5476. Mr. HEADLAM.—When you say that the labouring man finds bacon a luxury, do you mean that he eats less meat than he used to, or have the prices of beef and mutton gone down so as to enable him to eat beef and mutton instead of bacon?—Mutton and beef have both risen in price, but not nearly as much as bacon. That fact must have the effect of shifting the purchases a little. People hold on as long as they can to a thing they like, but eventually they have to give way.

5477. You don't think that they eat less meat than they used to?—No, I don't think so.

5478. Certainly not in the towns?—No.

5479. The CHAIRMAN.—Dairy produce presumably rose also?—Yes, milk was dearer in three towns, the same price in two, and cheaper in Dublin. Butter and cheese were dearer in every town, by rather over one penny per lb. on the average.

5480. Mr. HEADLAM.—As regards cheese, is much cheese eaten in Ireland by that class?—No, cheese does not seem to be very much eaten in Ireland.

5481. My experience is that it is scarcely eaten at all by the lower and middle classes. I wonder why you took that?—We have to have a standard list of articles for all towns. We cannot have a special list for Ireland. I may say, however, that cheese has a very small weight in the general result.

5482. The CHAIRMAN.—In regard to potatoes, what do you find?—An all-round increase in prices, but varying a good deal in amount. The success or failure of local crops is of very great importance, and local variations in prices are consequently very much marked. At Cork and Waterford the price was 2d. per 7 lbs. higher than in 1905; at other towns it was about 1d. higher. These fluctuations between prices in different towns, in proportion to the actual prices, are heavier for potatoes than for any other commodity.

* Vide Appendix XXIII. (b).

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Mr. FREDERICK HENRY McLEOD examined.

[Continued.]

5483. An increase of 1d. in the 7 lbs., or rather 2d. in the stone, as we calculate by the stone, in the case of a commodity which varies in price from 4d. to 8d. per stone, is a very heavy percentage?—A very heavy percentage.

5484. The other articles of food on your list are flour, tea and sugar?—Flour increased fairly uniformly by 1½d. per 7 lbs.; tea showed no change in four towns, and a slight fall in two; while sugar in October, 1912, was the same price as in October, 1905, or up to ½d per lb. higher.

5485. Mr. HEADLAM.—As regards tea, it used to be a commonplace experience of the Chancellor of the Exchequer that very expensive tea was drunk in Ireland. Does that continue?—Yes, that is largely a question of taste. We find the prices of tea vary very little. What probably varies a good deal is the quality of it. They make it up at a sort of standard price. In England 1s. 4d. and 1s. 6d. would be the standard prices. But inside the packet you get much variation. Similarly with clothing, the purchaser may fancy that there is no change in price; but the quality may alter a great deal. Boots also are made to look very much the same as at the old price, but I am assured by experts that the stuff used is by no means the same as before the rise in the price of leather.

5486. Before the Committee of 1882 very many of the witnesses who were asked to give their experiences as to the cost of living put down tea at 3/4 per lb., that is to say, policemen spent 3/4 a lb. on their tea, which shows that at that time they paid a great deal more for it?—Tea used to be much dearer than now.

5487. The witnesses at this Inquiry put it at 2/- a lb.—rather more expensive than England, but not much?—Yes.

5488. Mr. STARKIE.—The labouring and farming classes in Ireland buy tea in very small quantities—about ½ lb. at a time. That would, I fancy, have the effect of raising the cost?—It might in some cases.

5489. The CHAIRMAN.—Your inquiries also included coal?—Between 1905 and 1912 coal prices rose 3d. or 4d. per cwt., except at Dublin, where the advance was only 2d.

5490. Coal was about 24/- a ton?—It averaged about 1s. 4d. per cwt. in 1912.

5491. So that would be a considerable rise—4d. per cwt. would be a good rise?—Yes. I might mention that these six towns are all ports, and the prices of coal may be somewhat higher inland.

5492. We have experience of that in the evidence given us. There is not only the increased cost of cartage, but there is also a calculation for wastage, because every time coal is moved it loses something?—That is quite true.

5493. Now, as regards rents, have you any information as to the course of rents in Ireland for a long period of years?—As regards Dublin a special series of returns of rents of working class dwellings in 1880-1904 were obtained by my Department some years ago. The particulars were thought to be fairly representative of the course of rents of working class dwellings generally in Dublin for that period.

5494. What result did they give?—They showed that between 1880 and 1890 rents advanced about 2½ per cent., and between 1890 and 1900 about 19 per cent., while between 1900 and 1904 there was no general change; so that over the whole period, from 1880 to 1904, the total increase was about 22 per cent.

5495. Were those figures not continued later than 1904?—No; they were based on a special series of returns, and we took no steps to carry them on. The returns related only to one town—Dublin.

5496. But the return for Dublin showed that the rents were about the same in 1912 as in 1905?—Yes.

5497. As an indication of the course of rents anywhere except in Dublin the figures for 1880-1904 are, presumably, of little value?—Quite so. Rents are very much affected by local circumstances, and the results for Dublin could not be assumed to apply to other towns. That is the difference between prices and rents. Broadly, prices are subject to the variation produced by world causes. The crops of the world may affect

prices in every town in Ireland. But rents are affected by local circumstances. Of course the prices of bricks and so forth may be affected to some extent by world movements; but speaking generally, rents are mainly affected by local circumstances, and prices by world circumstances.

5498. In making inquiries as to rents in Ireland has the Department taken into account the large number of labourers' cottages that have been built in Ireland?—Those are agricultural cottages mainly. Our inquiries related to the towns. I know, of course, of the cottages you refer to; but for the particular purposes of our inquiry we didn't take them into account.

5499. In regard to the level of working class rents in 1912 as compared with that in 1905, what did you find?—We found* that in five of the six towns there had been very little change—a mean movement of 3 per cent. or less in each—but in Waterford there had been an increase of 10 per cent., which is equivalent to an advance of 3d. to 6d. per week. The Committee will understand that these comparisons of rents are based on the same accommodation in the two years, and that the rents quoted include all rates. The rise of 10 per cent. in Waterford was owing to special circumstances. The rates went up there, and water was laid on in many of the small houses.

5500. Mr. HEADLAM.—Have you any figures about houses rather above the working classes level—middle class houses?—No; we have not gone into that.

5501. The CHAIRMAN.—Can you say anything in reference to other items of expenditure?—We went into the question of clothing. It is exceedingly difficult to get exact results because of the changes of quality—very subtle changes. But there is no doubt that clothing has certainly risen in price in recent years, although the increase sometimes takes the form of reduction in quality. For instance, it has been the custom of a particular shop to sell boots at 16s. 6d. a pair; they have tried to keep to that price and they have altered the materials. They try to keep, for a certain class of customers, to one price, and they lower the quality. As a result the customer has to come back for another pair of boots sooner than he would have had to do if he had got the quality he formerly obtained. So that there is really an increase in price.

5502. Mr. HEADLAM.—We have had a great deal of evidence that the prices of policemen's boots have risen a great deal in Ireland?—You would have to get some sort of standard of quality in his case.

5503. The CHAIRMAN.—As a rule, particularly in the country districts they do not buy machine-made boots. The police get their boots from a local man. A policeman has a last of his own, and he buys the leather and gives it to a local shoemaker?—In that way you get a better boot. You can walk in that sort of boot.

5504. The climate is damp, and they have a great deal of work over fields, so that the manufactured boot does not do for them?—That is so, but, of course, the policeman himself is not much affected by the rise in the cost of clothing other than boots, because you supply him with uniform. His family would, however, have to pay more.

5505. Mr. HEADLAM.—Is leather one of your commodities?—Yes. Boots are mainly dearer, because of the increase in the price of leather.

5506. A policeman who had his boots made in that way Sir David Harrel indicated would be directly affected by the increase in the cost of leather?—Undoubtedly. The price of leather in turn is affected by the number of animals killed throughout the world. You cannot have leather without killing animals.

5507. Have you the exact figures of the increases in the prices of leather—how much per cent.?—The rise between 1905 and 1912 was from 30 to 50 per cent.

5508. The CHAIRMAN.—The details of changes in prices and rents in Ireland you have given us relate to the years 1905 and 1912. We are particularly concerned with the year 1901. Judging from your experience, should you say that prices in 1905 were greatly different from those in 1901?—The increase in prices generally between 1901 and 1905

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Mr. FREDERICK HENRY McLEOD examined.

[Continued.]

was certainly very much less than in more recent years. Our index number for 47 articles showed a rise of about one per cent., and the increase in the "food and drink" group of articles was about the same.

5509. Then as regards changes which may have occurred since the date of the Cost of Living Inquiry in 1912?—At the corresponding date in 1913 the prices of the articles of food included in the Inquiry (excluding potatoes and milk, as to which we have no information) were slightly higher in the six Irish towns than at the Inquiry of 1912—probably by between 1 and 2 per cent., the advance being due to the higher prices of meat and bacon.

5510. Taking all things into consideration, what do you think may be the average increase in cost of living in the six largest towns in Ireland since 1901?—Including everything I should say that to maintain the same standard of living, the advance since 1901 would probably amount, in round figures, to about 2/6 in the £.

5511. How far is this increase likely to be permanent?—That is a very difficult question. Nobody can foresee exactly what course prices are likely to take. There are many influences at work, but one effect of high prices is, of course, to attract capital into industry, and this ultimately increases the production; and when you have got increased production, if your demand is not increased to the same extent, then prices tend to fall. That is the ordinary law of supply and demand. It seems probable that there may be some fall in prices within the next few years. In the first quarter of 1914 prices are somewhat lower than in the corresponding period of 1913. It is highly improbable, however, that we shall ever get back to the very low level of 1896 again. The world's demand for food has increased to such an extent that it will take a very long time to get back to that level if we ever get back to it. The population is increasing, and people are now demanding, in various ways, more food. There are more mouths to fill, and those mouths are getting a little more particular as to both quantity and quality.

5512. Would you make any distinction as regards the forecast of the future between the actual necessities and the luxuries? I am speaking of the distinction between wheat and corn, and even beef and mutton?—Shortly before I left town I was reading a Report issued by the English Agricultural Department, from which it would seem that it is not at all probable that there will be any fall in the prices of meat in the near future.

5513. Or of cereal foodstuffs?—This rise has been going on for some time now, and it will take a good deal to shift, but you may have temporary fluctuations, and I should certainly not be prepared to say that the high level that we have reached to-day will be maintained for very long.

5514. But still you do not believe that, looking at the course of events all over the world, and the probable supply and the probable demand, that we shall ever come down to the low rate for food that existed in 1896?—The point I wish to emphasise is this, that if the present high price of food in this country was due to causes peculiar to this country, I should say that the bottom might be knocked out of those causes very quickly simply by the streams of food coming from other quarters. But if you turn to our Cost of Living Report, you will see that every principal country has been affected, and most of them to a greater extent than our own. Evidently the world's supply of food is not equal to the world's demand; and until you alter the world's supply of food in relation to that demand, you cannot expect to have any serious fall in prices. I may say that there has been a good deal of English capital put into countries such as the Argentine in recent years. The ultimate effect of that capital will be to increase the world's supply of food; and if you could keep the world's demand for food on the same level as at the present time, the supply would overtake the demand, and the prices would fall.

5515. I suppose you are aware that in the United States of America the question of the conservation of their land for produce has exercised very serious attention, and that they have gone to the limit of using

their prairie land, and not earing what became of it afterwards?—Yes, I am aware of that.

5516. That is bound, of course, to affect more or less the supply at least for a period, and perhaps for all time for the matter of that?—They hope, of course, to produce more per acre in the future. They have not been working the land in the United States to quite the same extent as in the United Kingdom. They do not get nearly so many bushels of wheat to the acre.

5517. And the working of that land would be very much more costly than under the conditions which prevailed in the first instance?—That tends to keep up prices.

5518. And the same thing is happening in Canada. They have learned something by the experience of the United States?—Yes. On the other hand, Russia has been developing Siberia, and that is one of the most noticeable facts affecting the food supply in recent years. Ultimately such developments tend in the direction of lowering prices.

5519. Mr. HEADLAM.—At any rate you think we should not be safe to build on the likelihood of prices remaining the same. Prices go in curves, and they are not likely to be continually rising?—I don't think they will go very much higher. I should not expect that. At the present moment the world is just at a turning point. We have had a great boom throughout the world in trade and in employment, and we probably reached the highest point some time last year—about the middle of last year. Since then things have been moving down a little, and we may expect some further decline. That would have a tendency rather to lessen the demand, as the great mass of the people won't have so much money to spend, and that would be in the direction of keeping prices at any rate down to the present level. On the whole, I should hardly expect them to go higher.

5520. Did you give evidence before the Holt Committee?—Yes, with Mr. Barnes.

5521. You noticed their Report in which they state that the Post Office staff, as a whole, were reluctant to found their claims to increased wages mainly on the cost of living, not only because the amount of the claims put forward could not be justified by any actual increase in the cost of living, but also because the acceptance of this principle would involve a reduction of wages upon a fall in the cost of living?—We argued that point out in the memorandum which we supplied before we gave evidence.

5522. Is that published in the Appendix of the Holt Committee?—Yes. The point is this—in the case of a working man there is no guarantee that an advance, say of 1/., will be continued for ever. Engineers or any other class of that kind may lose part or the whole of that advance. But if you give 2/6 to a civil servant—a postman or any other class of civil servant—you cannot afterwards go to him and say, "The prices of commodities have fallen; I want a shilling back." It is the same way with the police; you cannot go to them and ask for reductions. Therefore you have to take that into consideration before you grant increases.

5523. The CHAIRMAN.—Now we come to the question of wages. The Committee have been told that wages generally have been rising in recent years. Have you any information which would enable you to say whether wages in industrial employments in Ireland are higher than in 1901, when the last Inquiry was held into the pay and conditions of the Royal Irish Constabulary?—Yes. We have information as to the rates of wages of workmen in the principal industries in Belfast and Dublin in 1901 and the present time, and some particulars for a number of smaller towns. We also have records of the cash wages paid to agricultural labourers on a number of farms in various parts of Ireland. Speaking generally, rates of wages are now appreciably higher than in 1901.

5524. What is the amount of the increase?—It has varied considerably in different occupations and towns. I have furnished you with a statement (Table A) giving the rates of wages of skilled workmen in various occupations in a number of Irish towns year by year since 1900, and showing the amount of increase since December, 1901.

5525. If we consider first the important engineering

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and shipbuilding industries in Belfast, your statement shows that the present wages are considerably above those prevailing in 1901?—Yes. In engineering and boiler-making, the increases shown in seven skilled occupations range from 4/- to 5/- a week, the mean percentage advance being about 11 or over 2/- in the £. In shipbuilding the time rates of shipwrights and ship joiners have risen 2/3 per week, or nearly 6 per cent., and the rates of wages of piece-workers have had a net addition of 5 per cent.

5526. Mr. HEADLAM.—Have advances been obtained by similar people in those trades in England and Scotland?—Yes, but the amounts have varied for different districts and occupations.

5527. It is not confined to Belfast?—No.

5528. But in the case of these particular industries of which you have got statistics, are they affected by the rises in Scotland and England to a similar extent?—Yes. Speaking generally, you cannot alter the price of labour in one part of the country without affecting other parts, for the simple reason that if you raise wages in one place you naturally attract the working people to where they can get most money, and the employer who has not raised the wages of his men finds that they go away, and he has to do the same as the other employers in order to keep them.

5529. The CHAIRMAN.—The shipbuilding trade in Belfast is a little peculiar inasmuch as it is not joined with the Tyne and the Clyde in the Shipbuilders' Confederation?—Yes, and I believe they do a good deal of commission work.

5530. They build by commission, but their wages are graded the same as on the Clyde?—On the whole, the wages are as good for the skilled men as on the Clyde. Where they differ somewhat is in the case of the labourer, and in recent years even as regards the labourers the wages have had a tendency to equalise. There is a considerable flow of Irish labour into Scotland.

5531. You give the wages in various other trades for a number of towns. I see that wages in the building trades have risen?—In some cases there has been no change in wages; in others there have been advances of as much as 1d. per hour. But the most general movement has been an increase of about 1d. per hour, or, allowing for the effect of reductions in weekly working hours, from 1/6 to 3/- per week.

5532. In other occupations you also have increases of varying amounts since 1901?—Increases are generally shown, the amounts varying from 1/- to 4/- per week. The most usual increases in these cases are 2/- to 2/6 per week.

5533. What general conclusion would you draw from the particulars you have given as regards the increases in wages of skilled workmen since 1901?—I should say, looking at all the figures, that as regards skilled workpeople the most general advance has been 2/- to 2/6 on weekly time rates of wages.

5534. Do you find that the wages of labourers have risen as much as those of skilled men?—Our information as regards labourers is not quite as complete as it is regarding skilled workpeople, but so far as our returns show, their wages have certainly risen. Builders' labourers have had advances of 1/8 a week with reduced hours in Dublin, and 2/- a week in Cork; shipyard labourers in Belfast have had increases of 2/- to 2/6 per week. Labourers employed by the local authorities in Belfast and Dublin, and by various important employers, have had increases of from 1/- to 4/-. Although we have not got returns for all the towns in Ireland, it seems to be probable that a somewhat similar movement has been going on in them.

5535. Mr. STARKIE.—I have been told by a member of the Cork Corporation that the wages of their labourers have been increased from 13/- to 20/- since 1903?—It was as far back as 1898 when 13/- per week was paid. The rate of wages paid in 1903 was 17/- per week, and it rose from that to 20/- in March, 1914.

5536. The CHAIRMAN.—There has been an increase in the case of agricultural labourers?—Between 1901 and the end of 1912 our wages index number shows a rise of over 13 per cent., which is equivalent to nearly 1/6 a week. All the returns are not yet in for 1913, but those received show that further advances have been

given in that year in some districts. Speaking generally, agricultural wages have been on the up grade during the last two or three years.

5537. Mr. HEADLAM.—Can you tell us what the average is now—a rise of 13 per cent. on what?—The rates vary in different districts. That rise of nearly 1/6 assumes an average wage of about 11/6 at the end of 1912.

5537A. They have gone up from 10/- to 11/6?—Yes. The agricultural labourer in Ireland has had rather low wages—distinctly low in some counties.

5538. Mr. STARKIE.—In 1898 the highest wages in Ireland for agricultural labourers were 12/7 a week, according to Mr. Wilson Fox's Report?—They went down as low as 8/7 a week.

5539. They were 12/7 in Dublin and 8/7 in the Co. Mayo?—Yes. Agricultural wages are really very largely determined by whether or not you have other industries in the same neighbourhood. Up in the North, where you have engineering going on, there is a demand for that kind of labour, and the farmer has got to compete. But where there is little else in the neighbourhood, the farmer has it all his own way.

5540. Mr. HEADLAM.—Of course the money wage is not the agricultural labourer's total earning as a rule?—No.

5541. Of course, 8/7 looks very low, but there are compensations in other ways as a rule?—Mr. Wilson Fox's report deals with extra earnings at harvest time, and also with payments in kind—houses with low rents, and so forth. In Scotland the agricultural labourers get oatmeal and potato ground, etc., and all that has been averaged out for the year, and included in the figures quoted.

5542. That is not included in the 10/- rising to 11/6: that is a money rise?—Those are cash rates.

5543. The CHAIRMAN.—Of course, there is a difference between the labourer who is constantly employed and the labourer who is casually employed. In counties like Mayo there are very few men who labour for another all the year round. The small farmer's son, or the small farmer himself, goes to labour for a farmer who has a little more land or is a little better off, and he does not settle constantly with him. But the earnings depend upon the period of the year?—Yes.

5544. In the idle period when there is not very much to do the earnings are at a low rate: but the amount is increased in the hay harvest, the potato digging, the potato planting, and the corn harvest when they have to pay them. Do you take that into account in your calculations?—I am only assuming this 11/6 as an all round figure. Agricultural wages are a very complicated matter. There are all sorts of customs in various districts.

5545. On the whole, the increases of labourers, both industrial and agricultural, are somewhat less in amount than those of skilled men?—Yes, as regards the amount; but if you work it out as a percentage you will find that the labourer has done rather better than the skilled worker.

5546. The small wage has increased proportionately more?—Yes.

5547. How does the increase in wages in industrial occupations in Ireland since 1901 compare with the general movement in wages in Great Britain in the same period?—The Board of Trade general index number of rates of wages in the United Kingdom, which is based mainly on the wages of skilled men, shows an advance of 6 or 7 per cent. since the end of 1901. This would probably be equivalent to an average of between 2/- and 2/6 per week.

5548. Which is approximately equal to the increase indicated by our figures for Ireland?—Yes: the figures agree very closely.

5549. Have you any information which would enable you to say how the wages now paid in Ireland compare with those current in 1882 or 1883, when the pay of the Royal Irish Constabulary was previously considered?—The further we go back the weaker our information becomes; but still we have some information especially as regards Belfast, Dublin and Cork in 1882. So far as it goes, it is given in this statement (Table B,* which also shows the corresponding rates at the present time and the amount of increase.

* Vide Appendix XXI. (a).

5550. For Belfast, the increases shown are very heavy in some cases?—Yes. In the building trades there have been advances of 1½d. to 2d. per hour, averaging about 25 per cent. on hourly rates, and equal to between 6/- and 9/- for a full week's work. In engineering and boiler-making the increases have ranged from 8/- to 13/- a week, and have averaged over 30 per cent. on the 1882 rates; compositors have had 5/-, or nearly 17 per cent.; bookbinders, 7/-, or 26 per cent.; and cabinet-makers 8/2 or 27 per cent. added to their weekly rates.

5551. In Dublin and Cork the rates have also increased in nearly all cases?—Yes, but not so much as in Belfast. In the building trades in Cork the mean increase for skilled men is about 6 per cent., and the amount of increase ranges from 1/6 to 3/- for a full week's work. Builders' labourers' rates have increased 7/- a week, or nearly 60 per cent. In Dublin there is a mean increase of about 12 per cent. on the rates for a full week, different occupations showing advances ranging from 10d. to 5/7, and the working hours are considerably reduced. On the hourly rates the increase per cent. would be greater. For compositors, bookbinders and cabinet-makers at Dublin and compositors at Cork the advances range from 6 to 15 per cent., or 2/- to 4/6 per week.

5552. The wages of agricultural labourers are also much higher?—Yes, the index number based on cash rates rose between 1882 and 1912 by about 30 per cent., and, as I have already said, there was some further rise in 1913. But I prefer not to give the figure at the present moment. Possibly later on I could supply it to the Committee.

5553. Have you any comparative information as to the men's wages in the flax industry?—We know that the wages of roughers and sorters, the principal classes of men, rose by about 4/- per week between 1886 and 1907. In 1882 a full week's wages were about the same as in 1886, but there has been some further advance since 1907, and the rates are now probably quite 5/- per week, or an average of 25 per cent. higher than in 1882.

5554. Altogether there have been very substantial increases since 1882?—The increases have been very considerable, although the actual amounts have varied a good deal in different places and for different occupations.

5555. I suppose your material is scarcely sufficient to enable you to fix any very definite figure as representing the all-round advance in wages in Ireland since 1882?—Having regard to the varying increases shown in the Table, I think it would be unsafe to attempt any very precise calculations.

5556. But it certainly can be said that the increase has been very marked generally?—Yes. The evidence as to the wages of skilled men and labourers in the large towns, and of agricultural labourers in different parts of Ireland, is so much in agreement as to indicate a very substantial all-round advance in wages since 1882. I may say that the Board of Trade index number for the United Kingdom shows an increase of more than 20 per cent. since 1882, and the information available for Ireland would appear to point to at least a corresponding increase.

5557. Mr. HEADLAM.—Would you say that the reason why you would put the increase of agricultural wages in Ireland, as you apparently do, higher than the increase in England, was because at the early period wages in Ireland were lower, that is to say, the percentage would be higher because the original level was lower?—Yes; they had more ground to make up, but probably there are other causes affecting the result.

5558. Is the general level of wages in Ireland lower than in England?—Yes, as regards unskilled workers, but the skilled men have always been pretty well paid.

5559. The CHAIRMAN.—What industry do you refer to?—I am speaking of the engineering and ship-building works at Belfast. Originally they got their men from England and Scotland.

5560. But they do not do so now?—No, because they have been teaching their own people. But the standard in that district was determined very largely, I imagine, by the fact that the men had, so to speak,

to be tempted away from their homes. You must remember that the further back you go the more difficult it was to attract labour from a distance. People now do not think anything of travelling a hundred miles. Fifty years ago it was not so.

5561. As regards the agricultural labourer, did you ever consider whether the very best specimens of the Irish labourer nearly all go to England or Scotland?—Yes, for the harvest.

5562. For a considerable period, at any rate, of every twelve months?—I am well aware of that.

5563. In the country districts it is the best men who go away?—Yes; the women and the weak men stay at home to manage the little farms.

5564. Mr. HEADLAM.—It is only certain counties that supply the migratory labourer?—Certain counties supply the greater proportion.

5565. The CHAIRMAN.—But almost all purely agricultural districts in Ireland are more or less influenced by that?—Yes.

5566. Mr. HEADLAM.—I thought it was confined to a few counties?—Those mainly affected are the poorer counties. There is an annual return about it. Some of the men never go back.

5567. The CHAIRMAN.—So that wages in industrial employments in Ireland are now higher than in 1901, and much higher than in 1882?—Quite so.

5568. I think the statements you have handed in, as to the present wages of work-people, deal with representative classes of workmen?—Yes. They deal with most of the principal classes of skilled workmen in the important centres of Ireland.

5569. The weekly rates shown for the present time would then provide a basis for comparing the cash rates of skilled workmen generally with those of the police forces in Ireland?—Yes; but it is very difficult to make an exact comparison having regard to the differences in conditions, such as constancy of employment, sick pay, pensions, uniforms, allowances, and opportunities of promotion.

5570. Mr. HEADLAM.—In addition to that, the skilled workmen are confined to Belfast, Dublin and Cork?—You will find a few of them in nearly every big town carrying on repairs, and that sort of thing; but the big workshops would be mainly in Belfast.

5571. The figures you give us relate mainly to Belfast, Dublin and Cork?—Yes.

5572. The CHAIRMAN.—Derry?—They have a few there.

5573. Taking first the weekly cash rates for police constables in Ireland, which, after six months' probation, are from 21/- to 28/- a week according to length of service, and 2/- higher in Belfast, Dublin and Londonderry; how do these rates compare with those of skilled artisans in Ireland?—The rates for constables are below the rates paid for a full week's work to skilled artisans in the large towns, which are usually from 34/- or 35/- to over 40/-, assuming full employment. In the smaller towns the rates are lower, but in Irish towns of any importance, the rates for skilled men would rarely fall below 27/- a week, and, in most cases, would be higher.

5574. Mr. HEADLAM.—Could you define "towns of any importance"—would you say any standard of population?—Those six towns that we took were the most important.

5575. You were alluding to the six towns?—There may be places more inland that would be important for certain purposes.

5576. There are not very many big towns in Ireland, as you know?—No.

5577. The CHAIRMAN.—You alluded just now to the regularity of employment in the Police Force. In most industrial occupations the actual earnings of the work-people would frequently be less than the nominal rate for a full week owing to slackness of employment?—Yes. Time lost either from slackness of employment or through sickness or other causes usually results in reduced earnings in industrial employments. On the other hand, in busy times, earnings are frequently increased by overtime; but in normal years the time lost is, as a rule, greater than the overtime worked, and in slack periods the reductions in earnings are often very

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substantial. In the building trades, of course, work is often stopped when the weather is bad, and such broken time is not usually paid for.

5578. Then again, workpeople in industrial employments are not usually provided by their employers with pensions or with sick pay?—Such provision would be quite unusual. There are some instances of contributory pension schemes and partial payment during sickness, in the railway service, for example, but they are exceptional.

5579. Mr. HEADLAM.—Have you instances of pension schemes in Ireland, or on Irish railways, or are you talking of the country as a whole?—I am speaking generally; but I believe some of the Irish railway companies have such schemes.

5580. The CHAIRMAN.—We have been told by previous witnesses that wages in other police forces have also been rising. Can you state to what extent this is true?—I have had statements prepared (Tables F. and G.), which I will hand in.* They indicate the increases in the minimum and maximum rates of constables in Great Britain since the end of 1883, and also since the end of 1901.

5581. What is the general result of comparing the present rates with those at the end of 1901?—According to this comparison the minimum rates for constables have been raised since 1901 in five-sixths of the police forces of Great Britain. The proportion would have been greater if the comparison had been made with 1900, as many increases were granted in 1901. In most cases the increases since 1901 were from 1/- to 3/- per week, the mean of all the increases being 1/5; that is, counting each force as one, adding them up and dividing by the total number.

5582. Those are increases on minimum rates?—Yes. As regards the maximum rates, almost all the forces have had increases since 1901, the usual amounts being from 1/2 to 4/- per week. The mean of all the increases was 2/8.

5583. Mr. HEADLAM.—That is for the rank of constable?—Yes; we have not gone into the question of sergeants, but we could do so if you wished.

5584. Mr. STARKIE.—The proportion is about the same?—I should think so. It would be rather difficult to change the wages of the constable without taking into consideration the other classes up to, say, Inspector.

5585. The CHAIRMAN.—The increase since 1883 has been even greater than this?—Yes. Since 1883 the average minimum for constables has risen 2/7, and the average maximum 6/3.

5586. Can you say how far, if at all, these increases have been accompanied by reductions in extra allowances, for example, boot money, rent allowance, and lodging accommodation?—As regards 1883 we have no information at all; but an examination of such data as are available for 1901 and 1913 suggests that the extra allowances have increased rather than diminished. The whole tendency has been in that direction.

5587. Mr. HEADLAM.—Can you account for these increases?—Competition for labour. That is ultimately the root cause for all these changes.

5588. Can you tell us how the present wages of police constables in Ireland compare with those of constables in other forces?—I will hand in a Table (Table C) showing the minimum and maximum rates of the police forces in Great Britain at the end of 1913, and the corresponding rates in 1883 and 1901. The rates paid in 1913 are summarized in these further Tables (Tables D and E).*

5589. This comparison also is based on the minimum and maximum rates of pay?—Yes. It is, of course, somewhat imperfect, since it does not take account of differences in the allowances and in the number of years required to rise from the minimum to the maximum of the scale. I mention that particularly, because, as you are aware, if a man is in one force he may get his rise in the shape of an extra shilling, and if he is in another force he may be told that he will reach his maximum three years earlier, and possibly in the long run he is as well off in the one case as in the other. But in this comparison we cannot take account of that. It is subject to that observation.

5590. The intervening increments you cannot count?—We have not attempted to go into that.

5591. Taking first the minimum rates, how do these generally compare with those in Ireland which, after six months' probation, are 23/- in Belfast, Dublin and Londonderry, and 21/- in other districts?—In England, Wales and Scotland the minimum rates, excluding probationers, range from 21/- to 28/6, the mean for all forces being 25/1, counting each force as one. Only three police forces have minima as low as 21/-—Cornwall, Dorset and Wiltshire.

5592. I suppose the rates are higher in the large towns than in the rural districts?—Yes, the mean minimum rate in county forces is 24/2, and in city and borough forces, 25/7.

5593. What are the usual minima in the county forces?—From 22/- to 25/1 per week. Three-fourths of these forces have minima of 23/- or more.

5594. What is the usual maximum in these county forces?—The maxima vary from 27/11 to 36/2, the mean being 31/8d. Over four-fifths have 30/- or more. In the Scottish counties the usual maxima are 32/1 and 33/3. I may add that these maxima and those given in the Tables include merit pay.

5595. What are the usual minima in the city and borough police forces in Great Britain?—The most usual rates are 25/- to 27/- in England and Wales, and 25/1 in Scotland, the mean rate for all being 25/7. It should be noted that the rates given in all the Tables for Scottish forces include boot money. They do not make a special allowance for boots.

5596. In London the minimum is 28/6 for the city police and 27/- for the metropolitan police?—Yes, and in several other large towns, including Liverpool, Manchester, Birmingham, Bristol and Newcastle it is 27/-. In Glasgow it is 27/5, including boot money.

5597. Speaking of that boot money, is that a uniform allowance of 6d.?—So far as I have noticed it runs as high as 9d. per week.

5598. Could you say in how many instances?—In about half the forces in England and Wales it is 6d. In the other half it is usually 7d., 8d., or 9d. Where a man is given an allowance out of which he has to buy his boots a question of considerable importance arises in regard to the increase in the price of leather, which has risen 30, 40, or 50 per cent between 1905 and 1912. That I think ought to be taken into consideration, because, as I said a while ago, you cannot reduce the quality of a policeman's boot. If you do you incapacitate him. He must have good boots, whatever they cost.

5599. I was going to ask you where the ordinary ammunition boot for the soldier is made?—Mostly in Northamptonshire.

5600. There the leather is critically examined before the boot is made at all?—It is made to a specimen, and before the boots are paid for several are cut up for examination.

5601. Do you know has the cost of those boots supplied to the army increased very much?—Yes.

5602. Mr. STARKIE.—In the comparison of the maximum rates of pay of the London City police in the years 1883, 1901, and 1913 I see that the maximum in 1883 was 31/6, in 1901 it was 42/-, and in 1913 it was 40/-?—The figure for 1913 should be 44/-.

5603. The CHAIRMAN.—What are the usual maximum rates in city and borough forces?—They are mostly from 32/- to 37/6, the mean being 34/4. Three-fourths have 33/- or more.

5604. I suppose the City of London police have the highest maximum rate?—Yes. Their maximum is 44/-, including merit pay. The London Metropolitan Police have a maximum of 37/6, with rent aid in addition.

5605. Mr. STARKIE.—In "A Handy Guide to the Police Forces of the United Kingdom" for the present year the figure given as the maximum for the City of London Police is 41/6, with merit pay of 2/6 a week?—That is correct. In dealing with the Table of police rates which I have given in I should like to draw the attention of the Committee to the following note:—

"The rates quoted above are, in all cases, exclusive of allowances, and for this reason they are not strictly comparable as between one force and

* *vide* Appendix XXI. (b), (c), (d), (e).

another. For instance, in the case of the London (Metropolitan) Police, a reut aid allowance of 1/6d. to 2/6 per week is paid to all married men, and is practically an addition to their maximum rate. Comparison between the maximum rates is also affected by the fact that in some cases they are open to all members of the Force, but in others they include a merit allowance which only a limited number of men can obtain."

And then it goes on:—

"As regards the comparison for the same Force for different years, it should be remembered that the period of service necessary to attain the maximum has varied in many cases at different dates."

It is very important to remember these points when considering the tables.

5606. I presume that the various sums named are before the Statutable deductions for pensions of 2½ per cent. have been made?—I have not gone into the deductions.

5607. These are gross?—These are the gross figures.

5608. The railway systems in Ireland and the facilities for transit have been largely extended during the last twenty years. That, I presume, would have the effect of raising the prices for local produce?—It would have a tendency to equalise prices. If you get a little place cut off from anywhere else, prices there are more or less governed by local production. But if a place is in active communication with the central places, prices there would tend to be somewhat similar to those of all other places similarly situated.

5609. Increased facilities for transit between Ireland and England would equalize prices between Ireland and England for local produce?—They might in this way—that if you export more and more of your local produce the tendency might be to raise the price here in Ireland.

5610. Mr. HEADLAM.—As far as we can get from the witnesses it seems to be the case in Ireland that with the growth of the creameries there is a much larger export of Irish butter, a larger market in England, and the local produce goes away to a larger extent. In England that would be counteracted by the import of Colonial meat, Colonial butter, and foreign butter. But in Ireland the market is so small that it is not worth while to import these things to any large extent so far as I am able to see. From none of the witnesses who came before us did it appear that they eat Colonial mutton. They depended upon the local supply. There are no statistics of the transit of commodities between England and Ireland?—There are some figures issued by the Irish Department of Agriculture. The objection to Colonial meat is largely a question of prejudice. In Scotland they are beginning to use Colonial meat, but for many years they would not look at it. The great value of your creameries is not so much in the direction of increasing the exports as in organising them and maintaining a standard quality. The fault found with the exports of Irish butter was that the wholesale dealers in London could not depend upon getting exactly the same thing every time. With organisation they can. It is the same thing as they have been doing in Denmark—organising and standardising.

5611. But the working man in England consumes a large quantity of Colonial meat, which is a great deal cheaper than the home grown?—Yes. It is good meat, and the price is lower.

5612. Mr. STARKIE.—The creameries have increased the difficulty in getting milk locally in Ireland. I understand?—It is quite possible, but the chief difference is that instead of making his own butter the farmer sends his milk into the creamery and the butter is made for him.

5613. Mr. HEADLAM.—Do you think it is likely that the introduction of these creameries has raised the prices of that class of commodity?—I think it is likely that here and there prices have been affected. Indeed in some of the country districts of England, take, for instance, Wiltshire, which is a good milk producing county, all the milk is contracted for, put on the rail

twice a day, and sent to London; and locally it is difficult to buy a small quantity.

5614. Can you tell us anything about police pensioners in England and Scotland and their employments. What chances of getting employment has the policeman when he retires after twenty-five years of service?—As a general rule he is rather in demand. In London I know that the policeman who has served his twenty-five years or more, and is a man of good character, is in demand as a caretaker or something of that sort. There is certainly no prejudice against him, not the slightest.

5615. I notice that in some places policemen stated that there was some little prejudice against them. Do you think that they generally can get employment in the towns?—I think I would have heard of it if there had been any real difficulty.

5616. In the country districts how does the police pensioner employ himself?—I don't know much about the country districts, but I have never heard of any difficulty. I think the police are on fairly friendly terms with the people.

5617. Quite apart from that, there would be occupations which a man of 45 or 50 years of age who had spent 20, or 25, or 30 years in the police could put himself to in country districts?—Yes.

5618. Do you think that the policemen have been able to take advantage of the Small Holdings Act to any extent?—I have not gone into that, but the facts would be known to the Agricultural Departments.

5619. The policeman is fitted to take the risks of a small holding because he has, in his pension, something to fall back upon?—Yes, that is one consideration.

5620. Can you tell us anything about the class of men from whom the police are recruited in England and Scotland. Are they farm labourers or farm labourers' sons?—They are largely recruited from that class, but by no means exclusively.

5621. In Ireland the Royal Irish Constabulary at any rate are still chiefly recruited from the class of small farmers?—Speaking generally, in England we have not such a large proportion of small farmers as in Ireland.

5622. It is a class above the agricultural labourer?

Yes, and I have always understood that the Constabulary in Ireland was very largely recruited from the sons of that kind of man.

5623. There is a certain class feeling about. I don't think that holds good in England to any extent. They do not care where they get their policemen provided they reach the physical and educational standard required?—There is an educational standard.

5624. Do you say generally anything about the course of trade in Ireland for the last ten or twelve years. Has there been such a trade boom in Ireland as in England?—We have been speaking about the rise in the prices of food; but it must be remembered that when you have a rise in the prices of food the farming class is doing well. They have been making money, and that is why, I think, that you will find that there has been a rise in the wages of the agricultural labourer. The farmer can afford to pay more money. Speaking generally, I think Ireland has done fairly well in recent years.

5625. Participated in the recent boom—the boom of the last four or five years?—Yes.

5626. The CHAIRMAN.—I think we should express our great indebtedness to you, Mr. McLeod.

Mr. McLeod.—Your thanks are not due to me personally, but to the Department.

5627. The CHAIRMAN.—I think we must regard you as having taken a personal interest in this Inquiry, and we must thank you for the complete and convenient way in which you have given us such a valuable amount of information. I cannot say now whether there is any information which has not been given, or anything which we might ask you to enlarge upon. If we did find it hereafter we might trouble you.

Mr. McLeod.—If you will let us know what you want, we will do all we can.

FOURTEENTH DAY—THURSDAY, 19TH MARCH, 1914.

At No. 5, Upper Castle Yard, Dublin.

Present:—The Right Hon. Sir DAVID HARREL, K.C.B., K.C.V.O., I.S.O. (Chairman); Mr. MAURICE F. HEADLAM, Treasury Remembrancer; Mr. ROBERT F. STARKIE, R.M.; and

Mr. JOSEPH BRENNAN, *Secretary*.

Mr. JAMES VERDIER STEVENSON examined.

5628. The CHAIRMAN.—You are Chief Constable of Glasgow?—Chief Constable of Glasgow.

5629. How long have you occupied that position?—Almost twelve years.

5630. Before becoming Chief Constable of Glasgow I believe you were a District Inspector of the Royal Irish Constabulary?—I was for seventeen years in the Royal Irish Constabulary as District Inspector.

5631. And during that time you served not only in the country, but in the city of Belfast?—I served my last period in the City of Belfast. Previous to that I was in Mayo, Donegal, and Cork.

5632. You are, no doubt, acquainted with the objects that this Committee have in view—to inquire into certain memorials advanced by the men of the Royal Irish Constabulary, as well as by the officers, for a betterment of their position as regards pay and some of their allowances?—Yes.

5633. And perhaps, without my questioning you, you might just give us any information bearing on these points which you think would assist us?—I took it that you wished to get from me the conditions of service of the Glasgow Police, and of the Scottish Police generally, as far as I could give them.

5634. Quite so?—I have made a memorandum of the general conditions of the Glasgow Police. The authorised strength of the Glasgow Police Force is 1,996. The number of each rank is as follows:—Chief Constable; Assistant Chief Constable: Superintendents, 12; Lieutenants, 36; Inspectors, 73; sergeants, 126; constables, 1,653; Chief Detective Inspectors, 11; Detective Inspectors, 18; Detective Sergeants, 27; Detective Constables, 38. The city is divided into eleven Police Divisions. A Superintendent is in charge of each Division. There is a Court held daily in each Division in which the Superintendent acts as Assistant Procurator Fiscal. In each Divisional Police Office an officer of the rank of Lieutenant is on duty throughout the 24 hours. He has control of the office during his turn of duty, he deals with all persons brought to the office charged with offences, by detaining them in custody, liberating them with or without bail, or discharging them, and he is responsible for the work of the Bar officers and turnkeys. He keeps the records, prepares the complaints for the Court, and receives and accounts for all fines and forfeitures; he is also responsible for the care of all prisoners detained in custody. I hand in a paper showing the scales of pay of the different ranks.

5635. Do you say that officer, the Lieutenant, was on duty for 24 hours?—No; I say an officer of that rank is on duty for 24 hours—a Lieutenant, he being a responsible officer. I explained it rather fully, because you have not got such a rank on this side of the water, nor anything corresponding to it.

5636. He is somewhat like a station sergeant in the Dublin Metropolitan Police?—With rather extended powers and duties.

5637. Mr. HEADLAM.—He is generally a clerical officer rather than an outdoor officer?—He is mainly a clerical officer. He may at any time be called on to go outside for special duty; but he is mainly a clerical officer. All promotions are made from the ranks. Before any man is considered as having sufficient education for promotion he must first pass a qualifying examination held by the School Board of Glasgow. That is under an arrangement that I came to with the School Board in order to arrive at a qualifying standard of education. The School Board have undertaken to examine the men. The subjects for examination are: for the rank of Sergeant (1) arithmetic—first four rules (simple and of money), and of weights and measures in common use in Glasgow district; (2) com-

position; (3) spelling, as shown in composition, and writing from dictation; (4) handwriting; (5) reading aloud. For the rank of inspector—(1) arithmetic, proportion, vulgar and decimal fractions, averages and percentages, weights and measures; (2) composition; (3) writing from dictation; (4) spelling; (5) geography of the British Isles; (6) handwriting.

5638. The CHAIRMAN.—Is that examination carried out by the School Board?—By the School Board. In conjunction with them I draw up the subjects. They simply carry out the examination, and return me the passes. I consider no man in the ordinary course qualified for promotion until he receives the certificate of the School Board that he is qualified in these subjects.

5639. They prepare the papers subject to your approval and supervision?—I prescribe the subjects and they do the rest.

5640. They prepare the papers and examine them?—And examine them and supervise the examination. The Divisional Superintendents submit lists of the men whom they consider best fitted for promotion in their Divisions, and these men are considered as vacancies arise.

5641. In the Divisions or over the whole Force?—It is this way. I get from the eleven Divisional Superintendents promotion lists, and from them I select the men for the vacancies that arise. I do not confine myself to the list for the Division in which the vacancy occurs.

5642. You consider vacancies in the whole Force in connection with the select lists that you have before you?—Yes. It would be rather unusual for a man to be promoted and retained in his own Division.

5643. In a city force there are obvious disadvantages in having a man who is a constable one day promoted the next day?—Yes.

5644. If several Superintendents select several men how do you select?—I give a good deal of time to that. I make a list for myself, taking everything I can gather regarding the men—age, seniority, zeal for duty, demeanour, character, knowledge of duties, and I then make the best selection I can, giving due regard to seniority. I think I sent you an Order I have on the subject to show what is expected. That is in the Instruction Book, so that the men may know exactly in what way promotions are carried out.

5645. The CHAIRMAN (reading).—"Every constable joining the Glasgow Police has equal opportunity of rising to the highest ranks. In the selection of constables for promotion regard will be given to good conduct, length of service, habitual courtesy in dealing with the public, aptitude for taking charge of men, knowledge of duties, and the zeal and energy shown in the performance of duty. As the fittest men must always be selected for promotion, length of service and good conduct alone cannot be considered as sufficient qualifications; but as between equally deserving men preference will be given to the senior. Before any man can be considered as having sufficient education for promotion, he must first pass the qualifying examination held by the School Board of Glasgow?"—There is a further paragraph you might look at, as to fitness and merit.

5646. The CHAIRMAN (reading).—"As fitness and merit are the sole grounds of advancement, any member of the Force who attempts to influence the Chief Constable through private persons will not only be considered as disqualified from the promotion sought, but will be regarded as having committed a breach of discipline. A deserving man cannot fail to be observed by his superiors, and their good opinion is his

19th March, 1914.)

Mr. JAMES VERDIER STEVENSON examined.

[Continued.]

best recommendation. Each Divisional Superintendent will furnish on the last day of March, June, September, and December his promotion list, with the names of men whom he recommends arranged in order of merit. Only such as are efficient policemen and are zealous and energetic in the discharge of duty should be recommended."

Witness.—Under the rules made by the Secretary for Scotland the limit of age on appointment to the rank of sergeant is 45 years, and on appointment to the rank of Inspector 50 years, and on appointment to the rank of Lieutenant or Superintendent 55 years.

5647. Those ages, no doubt, bear upon the question of pension. Is there a period fixed in the Scottish forces where a man can retire on pension?—There is an age limit. The age limit for a constable and sergeant is 55 years, and for all above that rank 60 years.

5648. What you have just read bears upon that more or less?—It will have that bearing, because immediately a man is promoted from sergeant to Inspector the age limit at which he would retire is extended from 55 to 60.

5649. I was thinking of another thing. At what period can they retire?—55 and 60.

5650. And not before?—Not before, except on a medical certificate.

5651. But if a man be fit he can serve longer than that?—Oh, yes, if the Chief Constable still finds him fit physically. I should say too, while you are on that, that of course the Government Inspector can say whether a man is fit or not; he can, on his annual inspection, say that certain men are unfit physically. He sees all the men who are over the age at which they may retire, that is, 55 and 60 years; he sees every one of those men.

5652. And he, of course, can express his opinion, and it has to be acted upon?—Yes; he can say to the Chief Constable: "These men are not physically fit."

5653. Mr. HEADLAM.—Do you think a constable or sergeant is, as a rule, completely unqualified for the performance of his duty at the age of 55?—It depends on the man.

5654. As a rule?—As a rule he is. I have some men considerably over 55 who are good men, and you find some men under that age who are almost broken down. It really depends on the man. These rules as to the age limit are fixed by the Scottish Office.

5655. The CHAIRMAN.—Then the Scottish Office does exercise a little more control over the Scottish police forces than the Home Secretary does over the police forces of England and Wales?—I cannot speak for England and Wales.

5656. It may be the same. We have not the point before us?—We have a different Pension Act.

5657. Before we pass from your method of promotion, which is very interesting, does a man know when he is on the Superintendent's promotion list?—Not necessarily.

5658. He also would not know until he was examined if he was on your list?—He knows that he won't be put on the Superintendent's list, except for exceptional cause, until he has acquired the School Board certificate.

5659. Before he expects to go on any list he must first of all have the School Board's certificate?—Yes.

5660. That does not necessarily involve his being put on the Superintendent's list?—No; it is merely a qualification.

5661. But I suppose, although it is not officially recognised, the men know pretty well when they are on the Superintendent's list?—The Superintendent's list to me is a confidential list; but every man may apply for promotion; and I have always constant applications from men, some of whom will be on the Superintendents' lists and some will not, setting forth their claims for promotion.

5662. These are public applications to you, as distinguished from those private communications, asking you to consider their position?—Yes.

5663. Then when your list is prepared, how long does that list prevail. Once a quarter the Superintendents make their lists: do you revise your lists also once a quarter?—Yes.

5664. Is there ever a time when the whole list, all

the lists, are revised from top to bottom, and certain names that had been on, excluded?—If I find that a Superintendent's list was different from the previous quarter's list by the dropping of a name or names, I should expect the Superintendent to give me some reason why he had dropped a man's name; and if he didn't do it, I should ask him. As a rule he will give the reason for it.

5665. My reason for asking is this: we sometimes have had difficulties here. This has been represented to us as a difficulty: men's names are put on a promotion list, they know for some reason, whether they are officially informed or not, that their names are there, but they see the years go on without bringing them promotion, and they are pensioned out of the Force as constables; their time never comes?—I follow.

5666. That uncertainty for a long period and at the end of it the certainty of getting nothing is a little trying if it could be avoided; and I wanted to know whether, in regard to your promotion list, there was a time when you said to a man, if he believed his name was on the promotion list, "Well, I think you have not a good chance"?—Any man may apply and bring his name under my notice, and he will have consideration. His application will be considered even though he may not be on the promotion list.

5667. You give him a reply?—No, I do not. But he knows when he comes to the age limit, when he comes to 45 years of age, that unless for exceptional merit, he will not be promoted. There have been exceptional cases in which I have, with the consent of the Scottish Office, promoted a man over the age.

5668. The age limit in your case solves the question finally?—Solves the question finally.

5669. Mr. HEADLAM.—Is there any limit of service below which a man may not go in for the School Board certificate? Must he have so many years' service before he goes in for it?—No.

5670. Is there any limit of service below which a man cannot get on the Superintendent's list. After two years' service if a constable gets a certificate may he be put forward at once for promotion?—There is no rule against it; but I think the qualifications that are expected show that a man must have a certain amount of service and experience. Here I say "Regard will be given to good conduct, length of service, habitual courtesy in dealing with the public, aptitude for taking charge of men, knowledge of duties, and the zeal and energy shown in the performance of duty." A man must be some time in the service before he can show that he is possessed of these qualities.

5671. It would be an exceptional case for a Superintendent to put forward a man of short service?—It would be exceptional. He might be a man who had a superior education or superior qualifications for some particular position.

5672. Mr. STARKIE.—What is the average service for promotion in the City of Glasgow Force?—I should think the average would be about 13 years.

5673. You know, of course, that a proportion of the promotions to sergeant's and other ranks in the Royal Irish Constabulary is given by competition?—Yes.

5674. Have you ever considered the question of competition as regards the Glasgow Force?—These are my rules that I made after considerable thought and having in my mind my experience in Ireland, and I did not put in the competitive examination. I rather sought to get a good standard of fitness with knowledge and experience in police duties.

5675. You had it in your mind and you preferred the system you have adopted?—Yes. I may also tell you in connection with this that the Corporation of Glasgow pay the fees of any man who chooses to attend the Continuation Classes of the School Board held for the police, so that he has the opportunity of acquiring free the education that would enable him to pass that examination.

5676. Does that examination qualify him for promotion to the other ranks?—We have a different examination for the rank of Inspector. That is the highest examination. Of course there are men whom I have promoted to the higher ranks who did not pass this examination because they were at the rank of Inspector before I came, and the number who go beyond the rank of Inspector is so small that I did

not think it necessary to provide for an examination because I can select the men on their actual work and general fitness.

5677. The CHAIRMAN.—You are satisfied that the result of the examination from sergeant to inspector combined with observation enables you to judge whether a man is fit for the higher rank?—Yes. At the same time I do think that it is a hardship to put a man over 40 or 45 years of age to make up subjects for an examination. I should not like it myself. As regards the hours of duty, men are required to perform eight hours beat duty per day. The duty is performed in one tour, and an interval of twenty minutes is allowed on the tour, for rest and refreshment, the time and place being fixed for each man by his Inspector. When men are required to work overtime an equivalent time off is allowed, or if time off cannot be conveniently allowed, they are paid for the overtime by the Corporation. The rates which are being paid for overtime are—Inspectors, 1/-, sergeants, 10d., constables, 8d. per hour.

5678. Does that often happen?—The last time we had it was during the dock strikes. We then had to pay the men. In fact in order to meet the duties I put the men on a twelve hours' shift. That increased the Force practically by 50 per cent. They were paid this fee for overtime, and, in addition, a meal was given to them. With regard to leave, one day or one night off duty is allowed in every fortnight to each man under the rank of Lieutenant.

5679. Mr. HEADLAM.—The Act of one day in seven does not apply to Scotland?—No: there has been no Scottish Act; but there is before the Corporation now a petition to allow a weekly rest day. It has been passed by the Watching and Lighting Committee, and I have no doubt that it will be passed also by the Corporation. That will increase the leave considerably. Annual leave is granted to each rank as follows:—Superintendents, 21 days; Lieutenants and Chief Detective Inspectors, 21 days; Inspectors and Detective Inspectors, 14 days; Sergeants and Detective Sergeants, 12 days; Detective Constables, 12 days; Constables (over one year's service), 7 days; Constables (over three years' service), 10 days. When sick a man is allowed up to three months full pay, and in special cases the period of full pay is extended. We don't come under the Insurance Act because the Insurance Act considers that equivalent to any benefit a man would get under it.

5680. After three months does the pay stop altogether, as a rule, unless the period is extended?—If there is any probability of the man getting better and being fit to come back to duty I would apply, on the Doctor's report, to the Corporation, and ask them to extend his time, and they will extend it generally for a month. His pay is not cut off sharp at three months if there is a probability of the man getting back.

5681. The CHAIRMAN.—But there is no reduction of pay during that period of three months—he has full pay?—Full pay.

5682. And even for the extension of a month?—He has full pay.

5683. Mr. STARKIE.—The Insurance Commissioners require that a man should receive his full pay?—Yes; it is on that condition that they exempt the police.

5684. Mr. HEADLAM.—Is there any difficulty in a man getting the authorised leave as a rule. Does each man get his leave?—Yes.

5685. Mr. STARKIE.—Would these periods of leave continue if the weekly rest leave is granted?—I expect that they will get the weekly rest day in addition to the annual leave allowed.

5686. That will entail an addition to the Force?—Yes. With regard to accommodation, there are three section houses in which 140 single men are accommodated. Each man has a small furnished room or cubicle. Servants are provided to do the cooking and cleaning.

5687. Mr. HEADLAM.—Provided by the Corporation?—Yes. Coal and gas are supplied, and in the two larger section houses there are reading and recreation rooms.

5688. The CHAIRMAN.—Do you mean 140 men altogether or 140 men in each section house?—140 men altogether divided over three section houses. For the

accommodation of the section house each man pays 1/9 per week. The messing is done by themselves. The mess costs about 12/- per week. For this three meals are supplied. There are married quarters for 111 men in police buildings adjacent to police offices for which rents somewhat below the rents paid for similar houses in the same locality are charged. The lower rents for the married quarters, and the low charge made for the section house accommodation, are in consideration of the fact that if there is a special call for men, those in the married quarters and in the section houses are liable to be called on first.

5689. What are the rents for married men in the quarters?—They are not uniform; they vary according to the accommodation.

5690. From what, we will say, to what?—From £8 perhaps to £18.

5691. That is from 3/6 to 7/- a week?—In or about that, according to the accommodation.

5692. Mr. HEADLAM.—And those rents are rather less than they would have to pay outside for similar accommodation?—Rather less than they would have to pay for similar accommodation just outside.

5693. How are the men chosen for these privileged dwellings? Is there competition for them?—No.

5694. Do the men prefer to live outside?—Some of them prefer to be in private lodgings—in private or other houses. There are applications for the married quarters where they are considered good. I have had married quarters that I could not get anyone to go into as the rents were considered too high. We have altered that since.

5695. There is not much competition by the single men?—Some men prefer to live outside.

5696. Mr. STARKIE.—Can the single men live outside if they please?—No; if a man is ordered into barracks he must live there. If he wanted to live outside he would apply, and his application would be considered. He may want to live with a relative. But he is bound to live inside if he is ordered.

5697. Mr. HEADLAM.—The bulk of the men live outside?—Yes.

5698. Do they get any allowance towards the cost of their living?—No. With regard to pensions and gratuities, pensions and gratuities are granted in accordance with the provisions of the Police (Scotland) Act, 1890, and the Police (Scotland) Act (1890) Amendment Act, 1910. A sum of 2½ per cent. per annum on his pay is deducted from the pay of every constable, and is carried to the Pension Fund by the authority of the Police (Scotland) Act, 1890, section 15. I can hand you copies of these Acts if you wish them. You asked me about outside Forces. The scale of pay and conditions of service vary somewhat in the different Burghs and Counties. In many counties houses are provided for the married men—that is for all the married men—for which they are charged rents of about 3/-, 2/6, or 2/-, according to rank of inspector, sergeant, or constable, that is, the rent is fixed irrespective of accommodation.

5699. The CHAIRMAN.—By rank?—Yes. Section houses are provided for single men in some counties. In Renfrewshire the men pay 1/- per week for the accommodation, and also pay the servants' wages, and the cost of the coal used in the kitchen. In Lanarkshire no charge is made for accommodation in the section houses or for coal and gas, but the men pay the servants' wages; and in Lanarkshire single men in private lodgings are allowed 1/- per week as lodging allowance. The conditions vary so very much that really I could not make anything of it. But you will find it all in the Report of the Secretary for Scotland.*

5700. Is there in Scotland anything equivalent to the village constable of England?—Yes, in some counties there would be a single man in a village.

5701. And is the house that he occupies paid for by the county?—As a rule it belongs to the county, and he would probably be charged in accordance with his rank.

5702. And the usual thing is to charge for accommodation according to rank and not according to the accommodation?—In those counties where the houses are provided.

5703. Mr. STARKIE.—What is the nature of the accommodation in Renfrewshire in the section houses

* *Vide* Police (Scotland). 55th Annual Report of H.M. Inspector of Constabulary for Scotland, for the year ended 31st December, 1912. [Cd. 6712/1913].

for single men?—I cannot give it to you generally. I took over from Renfrewshire in 1912 the station at Cathcart outside Glasgow, and there each man had a small room furnished. There was a muster hall where the men mustered for duty, a reading room, a dining room, lavatories and bath, and a cleaning room—all those requisites for a good house.

5704. Mr. HEADLAM.—That was a house built specially for the purpose?—Yes, by the county.

5705. The CHAIRMAN.—And what were those men charged?—One shilling a week.

5706. Since you took it over have you charged 1/9?—Yes, but we give them a servant and the coal and the gas.

5707. About clothing and about boots, do you give a boot allowance?—No, that is included in the pay.

5708. A man has to buy his boots just as he thinks proper?—Yes.

5709. And the uniform and clothing?—We give them a tunic or serge jacket, two pairs of trousers, and a great coat every two years, and a helmet every year.

5710. About the making up of that clothing, is it issued made up?—It is issued made up, the men are fitted.

5711. They have no cost over that?—No, they have no cost over that.

5712. What about plain clothes?—Detectives get £10 14s. a year for plain clothes. I employ a number of plain clothes men who are not detectives for ordinary plain clothes duty; and they get a daily allowance of sixpence a day while so employed for the wear and tear of their plain clothes.

5713. Mr. HEADLAM.—Is £10 14s. enough to find an officer clothes?—Yes.

5714. The CHAIRMAN.—In Belfast the duty was a little different, I think. They had four shifts?—They had six hours' turn on duty.

5715. The night man who did a night run of seven hours was compensated the following month by day duty?—Yes.

5716. Mr. HEADLAM.—Is that shorter than the Glasgow period?—We do eight hours. I give them twenty minutes for rest.

5717. The CHAIRMAN.—Cast your mind back, Mr. Stevenson, to the period when you were in the country in Ireland, and comparing anything you have experienced of county police in Scotland with the Royal Irish Constabulary in the rural districts in Ireland, what would the comparison lead to, do you think?—Well, I have not much knowledge of the county police in Scotland except in the counties immediately adjoining Glasgow and where we took some of them over in 1912 when we took in their territory. The Scottish constable was better off. He had his house for 2/- a week with fairly good accommodation. He has long hours—in the country they don't have a fixed number of hours as in the towns. His pay would be better—the pay varies much, but his pay is better.

5718. Mr. HEADLAM.—There are very few country districts in Ireland which you can compare with the country around Glasgow, which, though called the country, consists practically of mining villages?—That is so. You would have them in Argyshire, but I have no experience of that. You will get scales of pay in the Scottish Report.

5719. Mr. STARKIE.—As regards the various ranks in the Royal Irish Constabulary what would be the relative ranks in the Glasgow police. With what rank would the District Inspector be compared?—The District Inspector in Belfast would be something like the Superintendent in Glasgow.

5720. The head constable?—The inspector in Glasgow. It is hard to compare them. The head constable would do some of the duties performed by the lieutenant in Glasgow as well as the duties of the Glasgow inspector.

5721. The head constable would rank somewhat higher than the ordinary inspector?—He would; he has more varied duties and perhaps greater responsibility; he is always in charge of men.

5722. The CHAIRMAN.—Of course, a District Inspector, except in times when he is not in charge of men in the city, is not "en evidence" as a policeman?—Not as a superintendent is.

5723. I think that is a great distinction?—That is a marked distinction.

5724. He goes out, of course, to take charge of men when there is anything special; but under normal circumstances he does not inspect beats or that sort of thing?—No; he is not continually in evidence in his own division in the way a Superintendent is.

5725. Mr. STARKIE.—Do you give merit pay in Glasgow?—No; it ends with the scale pay.

5726. Mr. HEADLAM.—Can you tell us more about these lieutenants who seem to be a class peculiar to Scotland or Glasgow perhaps?—They are not peculiar to Glasgow; they have them in Edinburgh.

5727. They are, in the ordinary course, promotions from Inspectorships?—Yes.

5728. Practically they do clerical work?—A great deal of clerical work; and they prepare what we call Complaints, for the Courts. These Complaints are something like forms of summonses.

5729. Are they sometimes chosen from outside?—Not now. Formerly they used to be.

5730. Are the Superintendents all chosen from among the Lieutenants?—Yes.

5731. So that those eligible as Lieutenants must have the ordinary qualifications of policemen?—Before they were promoted to Lieutenants they must have been acting as Inspectors.

5732. You don't pick out a man who is a good clerk and not such a good policeman?—No; I should expect him to be a superior man before I would make him a Lieutenant.

5733. Another grade in the service?—Yes.

5734. In 1882 they appeared to be a different class of men—they came in from writers' offices?—They had experience of lawyers' offices. The standard of education has risen since in the Force. In addition to their clerical duties they perform other duties. If I were sending a number of men to Edinburgh or anywhere else, as we sometimes do, on detachment duty, I would send a Lieutenant with them. I do not divorce the Lieutenant from his outdoor duties or from his charge of men.

5735. Then as regards the police rate in Glasgow, how much in the £ is it?—At present it is 5.65d.

5736. In 1882 it appears to have been 1/2?—That 1/2 means a great deal more than the police rate—it includes public health, sanitation, cleansing and a score of things.

5737. Do the police in Glasgow do fire brigade duties?—No; there is a special Fire Brigade.

5738. Then as to the duties of Superintendents, tell us something more about that. How many acres and what population are allowed to a Superintendent, or are the districts divided according to Poor Law Unions?—They are not equally divided; they vary. In the largest district there would be perhaps 300 men, and in the smallest, 70.

5739. In your statement in the Scottish Blue Book, are the number of acres in each Superintendent's district stated?—I don't think so.

5740. Area and population?—I will make up that for you.* The Superintendent acts as Procurator-fiscal. There is a Police Court in every district; and the Superintendent takes the Court except when the Procurator-fiscal comes to take any particular case.

5741. The CHAIRMAN.—Are those Courts presided over by unpaid magistrates?—The Central Court is presided over by a Stipendiary. All the others are presided over by unpaid magistrates assisted by Assessors. The Assessor is a lawyer and is a paid man.

5742. Is the Procurator-fiscal what we call the Prosecutor?—Yes; all prosecutions are in his name.

5743. That is rather an exacting duty placed upon a Superintendent?—Well, it calls for him constantly. I should say that the Central Court, being the most important, is very often taken by the Procurator-fiscal; and a Lieutenant may often prosecute there when he is absent. It is considered a good training for a Lieutenant who is looking forward to a Superintendentship, to get familiar with the Courts.

5744. Mr. HEADLAM.—Can you tell us what the proportion of sergeants to constables is in Glasgow?—We have 126 sergeants and 1,653 constables.

* Vide Appendix XLVII.

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MR. JAMES VERDIER STEVENSON examined.

[Continued.]

5745. And a total of superior officers?—On the uniform side we have 73 Inspectors, 36 Lieutenants, and 11 Superintendents in charge of districts. The Chief Clerk is also a Superintendent. That makes 12 Superintendents.

5746. The CHAIRMAN.—You have an officer of some sort to every seven men. Not taking the 11 Superintendents you have 126 sergeants, 73 Inspectors, and 36 Lieutenants, that is 235 officers?—If you take the supervision of men outside, the Lieutenants should be left out, because they are more indoor.

5747. The CHAIRMAN.—It is a question of promotion and what chances there are.

Mr. HEADLAM.—I should take in the Superintendents also.

The CHAIRMAN.—To every six or seven men there would be an officer.

5748. Mr. HEADLAM.—Can you tell us something about your recruits; what class of men they are drawn from?—Chiefly farm servants.

5749. What is your standard of height?—5 feet 9½ inches with a chest measurement of 35 inches. I can give you the schedule I send to the applicants where the qualifications are put down.

5750. The CHAIRMAN.—Under 25 years of age, over 5 feet 9½ inches in height (barefooted), and he must have a chest measurement of at least 35 inches (under clothing). He must be strong, healthy, and physically fit, and he must, of course, pass a strict medical examination?—By our own physician to the Force.

5751. Then a candidate must get not only a certificate of birth, but he must get certificates from his clergyman and employer, or from a local justice; and candidates who have served in the army or navy must enclose their parchment certificates of character?—No man would be taken much over 25; but in the case of an army or navy man, he can be taken up to 30 years of age, if he has served within the immediately preceding three months.

5752. Mr. HEADLAM.—Do you get many ex-army men?—I have 151.

5753. Do you have any difficulty in getting recruits?—Not just now; a few years ago, yes.

5754. Do you attribute that to increase of pay, or to what cause?—Partly. The tide of emigration affected us very much; and it was strong a few years ago. It has lessened considerably now, and with that there is the increased pay. Emigration was the chief factor.

5755. The CHAIRMAN.—When was the pay last increased?—Not very long ago—in 1913.

5756. Mr. HEADLAM.—Last year?—Yes.

5757. You have not had to lower your standard, or had you to lower your standard when the supply of recruits was falling off?—I didn't on paper; but I did take on some men who were under 5 feet 9½ inches in height if they were otherwise strong men.

5758. Are your policemen mostly Scotsmen?—Yes.

5759. I notice that in 1882 you had 817 Scotsmen, 220 Irishmen, 26 Englishmen, a couple of Swedes, and one Belgian?—I have English, Irish and Scottish now.

5760. Are the ex-soldiers from Scottish regiments?—Yes, the Scots Guards.

5761. And mostly country men?—The recruits who come directly are mostly farm servants.

5762. You sometimes get men from other police forces in Scotland?—I have 26 men at present from other police forces.

5763. Not a large proportion?—No. They must get the permission of their own authorities to transfer.

5764. Do you have resignations annually? Can you put in the figures?—In 1913 I had 119 voluntary resignations; in 1912, 71; in 1911, 101; in 1910, 93, and in 1909, 68.

5765. At what period of service do men generally leave you? Are they men who get discontented after a couple of years or so, and go abroad? I take it that those are mostly resignations of men who have not qualified for pensions?—Most of those resignations would be those of men, say, of under nine years' service. Some of them have gone abroad and joined other police forces abroad. Several men have gone to the Colonies, and they have done very well.

5766. The CHAIRMAN.—In Glasgow some men during their service as police get opportunities of other sorts

of employment that would be more remunerative. Do men resign in order to take other situations?—I sometimes get as a reason for resignation "to better my position" or "to get another situation." There are not many who do that.

5767. Mr. HEADLAM.—The pensions in Scotland are on the one-sixtieth basis?—Yes.

5768. The English police pensions are on a one-fiftieth basis, and so are those in Ireland?—I don't know the English.

5769. And the men seem to serve longer in your Force than they do in this country?—In order to get his full pension a man must have served 34 years.

5770. They leave at rather a later age than policemen in this country are able to do?—There are not many men in the Royal Irish Constabulary who serve 34 years.

5771. Therefore perhaps it is not so necessary for a man who leaves at the comparatively late age that he reaches in Scotland to obtain employment for the sake of his family. His family would be more likely to support themselves at the age when a Scotsman leaves the police force?—Yes.

5772. Do you keep any record of the employments of police pensioners after they leave the Force?—No.

5773. What do they generally do when they get employment, or is there any employment open to them?—I don't think they are fitted, taking them all round. Having served 34 years, and being over 55 years of age, I don't think there are many situations open to them.

5774. The CHAIRMAN.—Or that they are fit to take?—Yes, watchmen, or something like that.

5775. Do these men remain in Glasgow after they are pensioned, as a rule?—Some of them go home to their native places to live; others remain in Glasgow.

5776. Do you pay the pensioners?—No; I lose sight of them. The Treasurer of the Corporation pays the pensioners.

5777. How many pensioners are on the list?—I could not say; but I will get it for you.*

5778. Mr. HEADLAM.—Can you tell us about the duties in Glasgow as compared with the duties in Belfast when you knew it? Do you have many ticket-of-leave men in Glasgow—men under police supervision?—I could not give it to you straight off.*

5779. That was given in evidence in 1882. Can you tell us, by a comparison of the duties in Glasgow and the duties in Belfast when you knew it, whether the policemen's work is harder or easier here?—In Belfast the men had a six-hours' beat duty; they had also their parade to attend, and they had to keep up their drills; and there were a great many occasions on which they were kept in reserve; whereas in Glasgow in ordinary times, when a man has done his eight hours' duty, he is finished, and gets into plain clothes.

5780. The CHAIRMAN.—He is a free man?—Yes.

5781. Mr. HEADLAM.—Except these 140 men?—They are free too, except they are told to stay. There will be always some in barracks according to the different details of duty. I remember in Belfast hearing some of the men say that they would have preferred eight hours' duty on the English system to what they were doing then, because they were not free.

5782. Supposing there was an emergency in Glasgow, no policeman would refuse to go on duty because it was his free time?—No. We get them in their watches, send out an order confining the men, or drawing a reserve into their barracks, and they stay there.

5783. Your emergencies are less frequent in Glasgow than in Belfast?—Yes, during certain seasons.

5784. How does ordinary crime work in Glasgow compare with that of Belfast?—I am not talking of the political seasons?—I should say that, having regard to the size of Glasgow and the size of Belfast, there is about the same proportion of crime.

5785. Have you got figures of the numbers of assaults on the police?—I have got figures of the number of men off duty from injuries through assaults. During the year 1913 there were 52 men injured in assaults by prisoners.

5786. Is that about the ordinary?—I only took it for one year.

* Vide Appendix XLVII.

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[Continued.]

5787. There is nothing exceptional about that year?—No.

5788. Mr. STARKIE.—How many men of your Force have been injured in the discharge of their duties, say, during the last five years?—In 1909, the number was 131; in 1910, 99; in 1911, 103; in 1912, 123, and in 1913, 125. Those figures take in any injury which a man would receive on duty, not necessarily as a result of an assault. For instance, I see here that 7 men were knocked down by vehicles, and 40 men got injuries like sprains, and things like that, from falling.

5789. Mr. HEADLAM.—How does the organisation of the police in Glasgow compare with that in Belfast as you knew it?—The organisation in Belfast is from headquarters; in Glasgow it is local.

5790. You have complete power to do what you like?—Yes.

5791. Therefore your position is more responsible than the Chief Commissioner in Belfast?—Yes; the entire discipline and promotion, punishments and rewards are in the hands of the Chief Constable.

5792. Is that reflected through all the grades? I don't suppose it matters much to the lower official whether he is responsible to Dublin or to Belfast. It affects the position of the Chief Constable in Glasgow, but it does not affect the other members of the Force?—No; there is just this limitation: "The entire Police Force is under the control of the Chief Constable who is responsible for the organisation, distribution and efficiency of the Force. The Chief Constable is appointed by the Magistrates' Committee and the Sheriff of Lanarkshire"—like the County Court Judge here. "All other members of the Force are appointed by the Chief Constable, and shall obey his orders and directions. He has an absolute power of suspending or dismissing any member of the Force under the rank of Lieutenant; and he may impose a fine not exceeding twenty shillings on any constable whom he does not consider it necessary to dismiss. He has also the power of suspending any Superintendent or Lieutenant; but the Magistrates may inquire into the conduct and efficiency of any superintendent or Lieutenant who has been suspended, and if they see cause may dismiss such Superintendent or Lieutenant, or may recall such suspension." That is from the Glasgow Police Act, 1866.*

5793. The CHAIRMAN.—As regards responsibility for the preservation of the peace, do the Magistrates of Glasgow share any portion of that responsibility with you, as the Lord Mayor of Belfast and the Magistrates do with the Commissioner there?—In Glasgow they look to the Chief Constable to take all measures necessary for the preservation of the peace, and they leave him a free hand in all that he does. I can put men on extra duty or anything like that.

5794. Of course, the Commissioner of Peace in Belfast can do the same?—Then the Corporation will pay them for me.

5795. You are aware that in Belfast when serious conditions as regards the public peace are apprehended, that then the Lord Mayor and the magistrates of Belfast take counsel together with the Commissioner?—Yes, they do.

5796. The Lord Mayor of Belfast is primarily responsible for the peace of the city by the Act of his acceptance of the Mayoralty?—If there was anything very exceptional I should probably report to the Magistrates' Committee—they are not Justices of the Peace, but magistrates elected by the Corporation from their own body; but I am afraid, I think, that the responsibility lies with the chief constable altogether.

5797. It is with a view of exactly differentiating that you have been asked to compare the chief constable of Glasgow with the Commissioner of Belfast. The Commissioner is responsible for the general disposition of the police Force of Belfast, and all the arrangements in connection with their discharge of duty; but as regards the general preservation of the peace he has the Lord Mayor and the magistrates associated with him to confer with, and he does confer with them. Or am I wrong in saying that that is not carried out in recent years?—Well, I don't know, sir.

5798. Is there any official of a similar character to the Lord Mayor of Belfast responsible for the preservation of the peace in Glasgow, or does the responsi-

bility lie with the chief constable?—They look to the chief constable to take all those steps. If I was going to ask for military, I would certainly go to the Lord Provost or the Magistrates' Committee.

5799. I put that as an extreme case. Of course, you are aware that in Dublin absolute authority is vested in the Commissioners of Police?—I don't know.

The CHAIRMAN.—And the Lord Mayor has positively no responsibility whatever for the preservation of the peace in the Dublin Metropolitan District.

5800. Mr. HEADLAM.—How do the duties in the two places compare in your opinion?—It is very difficult to compare them, because the system of the Royal Irish Constabulary is so different, the men being practically always on duty, always in uniform.

5801. Of course, the Royal Irish Constabulary get a month's leave—they are not always able to take it apparently—and your constables get 10 days?—And a day in the fortnight off. That makes at present 36 days in the year.

5802. Can you say whether crime has increased in Glasgow recently?—Not generally.

5803. This recent increase of wages is due primarily to the increase in the cost of living, or to what reason?—The cost of living is put forward as a reason, and the general uplift of wages throughout Scotland and England. The English police forces have had their wages raised.

5804. Wages in Glasgow are presumably higher than in the rural districts of Scotland?—Yes.

5805. That is reflected in the wages paid to the Glasgow police, which are, I suppose, higher than those paid in the rural districts?—Some other bodies have adopted a scale of wages similar to that of Glasgow—Edinburgh and Leith. I have heard that Leith has gone beyond Glasgow.

5806. But not county districts—they would not go so far?—No.

5807. Have you any views about the marriage of constables? Is there any regulation as to marriage in your Force?—No regulation.

5808. They allow men to marry when they like?—There is no rule as regards marriage. We sometimes take married men as recruits.

5809. Do the police in Scotland get extra pay for doing extra duties imposed on them by Acts of Parliament such as in connection with weights and measures?—We don't do those duties in Glasgow. But I think throughout Scotland where those extra duties in connection with weights and measures are put on the police, extra pay is given. You will find it in this Blue Book.

5810. Have they duties under the Childrens Act, 1908?—We carry out certain duties.

5811. Do the police act as inspectors under the Childrens Act?—They act as probation officers. We have a probation officer in each district. He does not get extra pay. He does the duty in plain clothes, and he gets an allowance of 6d. a day for plain clothes.

5812. And does he do anything under the Food and Drugs Acts?—We don't do that.

5813. You have got a regular sanitary service for Glasgow?—Yes. But I think it is done in the country.

5814. Do your men when married live in houses, and are they allowed to take in lodgers?—I have a regulation on that. (Reads):—"Married constables may take in single constables as lodgers provided the accommodation is sufficient, but no Inspector or sergeant is to take lodgings from or let lodgings to a subordinate."

5815. Is that permission much availed of, do you happen to know?—Yes, I think it is.

5816. The CHAIRMAN.—Do constables get lodgers outside the Force? Do they take fairly large houses for the purpose of turning them into lodging-houses?—No, not large houses. They make take one lodger or two lodgers.

5817. Do you exercise some scrutiny over their setting their houses as lodging-houses?—I do, sir. I will give you all I say about lodgings. (Reads):—"Superintendents will cause the Inspectors to visit the houses and lodgings of all sergeants and constables in June and December of each year, and at any other time the Superintendent considers necessary. If there is any circumstance which makes it improper or undesirable for a constable to occupy a house or

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[Continued.]

lodgings, a report will be made to the Superintendent. . . . Lodgings or houses of all sergeants and constables are to be visited and reported on immediately on their joining a division."

5818. Mr. HEADLAM.—Have you a headquarters office?—Yes.

5819. How is the clerical work done—by clerks or by policemen acting as clerks?—Policemen acting as clerks.

5820. Taken from ordinary duties?—Yes.

5821. How are they chosen?—They have to be trained men who have been in clerical work before.

5822. What is the staff of that office?—A Superintendent acts as chief clerk, and there is an Inspector—

5823. There is first yourself and the assistant?—I don't consider him on the office staff. There is a Superintendent, my own chief clerk, an Inspector, and a sergeant, and some constables. I will send you the list accurately.*

5824. And a registrar?—You will have that in Dublin. He does the lost property, and he is registrar for all licences that are granted by the magistrates for motor cars, pedlars' certificates, and a number of things of that nature.

5825. You have got a hackney cab department?—That is under the registrar.

5826. How many men are employed in that?—The registrar has a staff of three or four constables, and there is a Cab Inspector attached to that staff.

5827. The ordinary Inspector is called a Cab Inspector?—Yes.

5828. And then as regards the detective side, you have given us the full strength?—Yes, I have given you the figures.

5829. Have you had to increase that side of the work lately to increase the numbers employed on detective work?—I have increased it since I went to Glasgow; and, of course, it was increased by the inclusion of the adjoining burghs and parts that were taken on in 1912.

5830. Do you have much foreign work in your detective branch? Are there many foreign residents?—Foreign work is more occasional than regular as regards crime.

5831. Nothing to compare with the foreign element in London?—No.

5832. You have no language qualification in Glasgow?—No. I happen to have some who are able to read French or German. No qualification is laid down.

5833. There is a note here about transfer expenses. What does that mean—transfer from one quarter of the city to the other?—Yes. If a constable is transferred from one part of the city to the other, he is given an allowance.

5834. For moving his furniture?—Yes. I can give you the figures.

5835. We have got them here. Could you tell us how long it takes a man to become an Inspector as a rule? He becomes a sergeant in about 13 years. How long could he remain a sergeant normally—on the average?—It would be about 15 to 20 years' service in all.

5836. He might be 5 to 7 years as sergeant?—He might be 4, 5, or 6. It varies.

5837. In any case a constable after ten years' service reaches the maximum of the constables' scale?—Yes, 37/4.

5838. Mr. STARKIE.—Do you find that a constable with ten years' service who does not get promotion nevertheless performs his duties satisfactorily for the rest of his service?—Well, I have no fault to find with them.

5839. He has not anything to look forward to if he does not get promotion after ten years' service?—No.

5840. Do your men use bicycles?—In the rural and suburban parts.

5841. Do they get an allowance?—No. We provide the bicycles.

5842. Do they receive any allowance for upkeep?—No, we keep them up.

5843. The CHAIRMAN.—Have you purchased those bicycles to a large extent?—Not to a large extent.

5844. You buy them in the ordinary way—a commercial transaction?—Yes.

5845. You don't take them in quantities so as to get a special rate?—No; I don't suppose we have more than half a dozen altogether.

5846. Mr. HEADLAM.—About the food of these men who live in the section houses—they mess for themselves?—Yes.

5847. Do you happen to know whether they get their food by contract at a cheaper rate than ordinary retail prices? They have messmen chosen from amongst themselves?—They have messmen.

5848. Are they able to contract and get the advantage of contract rates?—They do not contract.

5849. Mr. STARKIE.—In Scotland a constable's widow and children receive a pension only when he dies from the effects of injury received on duty?—That is so.

5850. The CHAIRMAN.—And if a constable dies while in the police Force from any other cause the police authorities may, if they think fit, grant gratuities to his widow and children or any of them?—Yes.

5851. Mr. HEADLAM.—As a matter of fact, do they generally grant gratuities?—Yes, they do.

5852. If a man leaves the service on pension and dies, nothing is done for his widow?—If he dies within twelve months a gratuity may be granted, but not if he dies after twelve months.

5853. The CHAIRMAN.—Thank you, Mr. Stevenson. We are greatly indebted to you for coming over and giving us so much very interesting information as regards Glasgow.

The Committee adjourned.

FIFTEENTH DAY—TUESDAY MARCH, 31st., 1914.

At No. 5, Upper Castle Yard, Dublin.

Present:—The Right Hon. Sir DAVID HARREL, K.C.B., K.C.V.O., I.S.O. (Chairman); Mr. MAURICE F. HEADLAM, Treasury Remembrancer; Mr. ROBERT F. STARKIE, R.M.; and

Mr. JOSEPH BRENNAN, *Secretary*.

Mr. WALTER A. MAGILL examined.

5854. The CHAIRMAN.—You are Accountant of the Dublin Metropolitan Police?—Yes, sir.

5855. You also act as Secretary to the Commissioners?—Yes.

5856. You are a civil servant?—I am.

5856A. And you are assisted by a staff of civil servants?—Yes.

5857. Perhaps in order to make this plain you would tell us what that staff is?—Yes, sir. I am the Secretary and Accountant. Next in order comes the

* *Vide* Appendix XLVII.

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Mr. WALTER A. MAGILL examined.

[Continued.]

Finance Clerk. He originally, I think, was called the Book-keeper. He has a second division clerk assisting him in the accounts work. There are two second division clerks then in the Registry. One of them does the Registry work proper, and the other gives some assistance in that, and also does correspondence work, and attends to the annual statistics, the disciplinary and what I may call miscellaneous work, so that our Civil Service staff consists of five—two chief officers and three second division clerks.

5858. Now you as Accountant are responsible for the preparation of the Estimates?—Yes, sir. Of course, I may mention that I am accountant, but I am not accounting officer.

5859. Mr. HEADLAM.—But you are responsible to the accounting officer?—Quite so.

5860. That is the Chief Commissioner?—Yes, sir.

5861. The CHAIRMAN.—Can you tell us what other officers are in the headquarters office besides the Civil Service staff?—What exactly do you mean by headquarters?

5862. Besides the Chief Commissioner, who are on the headquarters staff?—There are three medical officers—one principal medical officer, an assistant medical officer, and a divisional medical officer, whose duties are confined to the Kingstown district. There is a Superintendent at headquarters who has a clerk.

5863. I was asking about the Civil Service staff?—Well, sir, there are only five.

5864. The Chief Commissioner is the accounting officer for the vote?—Yes, quite so.

5865. And you are responsible to him for the preparation of the Estimates?—Quite so.

5866. And in fact for the general accounting?—Exactly.

5867. And that general accounting includes not only the finance of the Metropolitan Police as a body, but it also includes the finance of the Dublin Police Courts?—Yes, sir, it does.

5868. The payment of the divisional magistrates, the chief and others?—Quite so, and their staff.

5869. And their staff?—Yes, sir.

5870. Is all included?—All included in our financial arrangements.

5871. Of course, all receipts in aid of the Vote come through you?—Yes.

5872. And the payment of the pensioners?—Yes.

5873. That is carried out through you?—Yes.

5874. That is a very rough summary of your accounting work?—Yes, sir, of my accounting work.

5875. And then your secretarial work?—It is not so easy to define.

5876. Well it really is at the discretion of the Commissioners?—Quite so, sir.

5877. Now I will begin by asking you what is the present area of the Dublin Metropolitan Police District; what does it comprise?—The area is roughly 36 square miles. It is divided into 6 divisions for police purposes.

5878. Before we come to the 6 divisions, I want you to tell me what the Dublin Metropolitan Police District consists of?—It comprises the city proper, and some of the townships and portions of the County of Dublin.

5879. You say that it contains about 36 square miles?—Thirty-six square miles.

5880. And can you give me the accurate area and the population?—I can, sir. The area is 23,264 acres, and the population at the last Census was 416,104. I have got the population by divisions.

5881. We will have that afterwards. I only wanted now to know what area we are dealing with. That is the area which is policed by the Dublin Metropolitan Police?—Yes.

5882. That area has been added to from time to time?—Yes, sir. Two years after the formation of the Force the district which is now the "F" Division, all from Merrion to Killiney was added, and in 1901 the Clontarf District and some other small portions were added. These were the two additions, and I think the only two that have occurred.

5883. Now having roughly got the area, we come to the establishment of the Force. Dublin and its environments were originally protected for police purposes by a watch?—Yes, sir.

5884. A watch appointed by direction of the Chief Secretary or Lord Lieutenant?—Yes.

5885. The Force was established in 1838?—Yes.

5886. And it was modelled, you say, pretty well after the example of the London Metropolitan Police?—Yes, so I understand.

5887. And from then till now, with a short interval, it has been under two Commissioners?—Yes, sir.

5888. Who at first were equal in rank and pay and authority, and subsequently one of them was entitled the Chief Commissioner?—Yes, exactly so.

5889. And there was then an interval of time during which there was only one Commissioner?—Yes, sir.

5890. Now having got the district, and so on, would you next give us some particulars as to the strength of the Force from its institution until the present time?—Well, I have taken the figures here every ten years back from 1913. I thought that would give a general view of the strength, but I can give you, if you wish, the strength year by year.

5891. I think this gives a fair indication?—The effective strength, that is the actual strength, on a particular day in each year.

5892. Yes, the 31st of December?—Yes, that is the day we have the record for. In 1913 the number was 1,173; in 1903, 1,175; 1893, 1,147; 1883, 1,221; 1873, 1,096; 1863, 1,075; 1853, 1,125; 1843, 1,101.

5893. Mr. HEADLAM.—Is that strength fixed by Act of Parliament?—No, sir.

5894. There is no Act of Parliament prescribing the number of the Dublin Metropolitan Police as there is with regard to the Royal Irish Constabulary?—No. The Act of 6 and 7 William the IV. prescribes that the Chief Secretary may get a sufficiency of fit and able men. I think it rests with him to regulate the strength.

5895. Neither officers nor men are fixed by Act of Parliament?—No, sir.

5896. The CHAIRMAN.—There is this about the exercise of the authority of the Chief Secretary, that all appointments are subject to his approval?—Yes, sir.

5897. In every other respect the Force is governed by the Commissioners?—Quite so.

5898. That is to say all promotions or dismissals, everything connected with the Force except the appointments?—Yes, sir; you must get the authority of the Chief or Under Secretary for the last.

5899. Now does the strength that you have stated there include all officers, non-commissioned officers and constables?—All from the Superintendent down, excluding the recruits who are not constables within the meaning of the Act; they are not sworn in.

5900. Then the number of recruits would vary from time to time, but the average would be between 30 and 40?—Yes, sir; I might say perhaps a little lower than that; 36 is, practically speaking, the maximum, and I suppose if you said that the average number was between 25 and 30 I think that would be correct.

5901. Now we come to the divisions. You have given us the districts?—Yes.

5902. And you have given us the area and population?—Yes.

5903. How is that district divided for police purposes?—Well, for ordinary police purposes it is divided into 6 divisions named after the first 6 letters of the alphabet.* There is also a seventh division, which is the "G" or Detective Division, and which, of course, exercises its functions over the whole district.

5904. Then for the purpose of seeing how the duty is carried out we will confine ourselves to the 6 divisions?—Quite so.

5905. These divisions are each under the command of a Superintendent?—Yes.

5906. And each division for police purposes is divided into a certain number of stations?—Yes.

5907. The stations do not show exactly where the police are lodged; there are stations as well as barracks?—Yes, sir, there are some that are stations only, and there are some barracks only, and there are combined stations and barracks.†

5908. Well at barracks no prisoners are brought and no charges are taken?—No, sir.

5909. The barracks are merely houses for the accommodation of the men?—Yes.

* *Vide* Appendix XLVIII.

† *Vide* Appendix XLIII.

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Mr. WALTER A. MAGILL examined.

[Continued.]

5910. Then where there is a combined station and barrack, the men are lodged and there prisoners are brought, and cells are in existence, and charges are taken?—Yes.

5911. And where there is only a station house, that means that charges are taken, but no men are lodged there?—Exactly so.

5912. There is a Superintendent over that "G" Division?—Yes, sir.

5913. So that there would be 6 Superintendents in charge of the ordinary divisions and one Superintendent in charge of the "G" Division?—Exactly.

5914. Now the stations are the centres of various small areas?—Yes.

5915. And those areas are divided into sections?—Yes.

5916. And the sections are divided into beats?—Yes.

5917. So that is going from the top to the bottom?—Yes.

5918. You have the divisions, you have the station houses as centres of smaller areas within the divisions?—Yes.

5919. And you have the sections and you have the beats?—Yes.

5920. Now a station house is, during the whole 24 hours, open, of course, to the public?—Yes.

5921. And it is in charge from time to time of the station house officer?—Yes.

5922. He is there to attend to all calls from public?—Yes.

5923. And to examine charge that may be preferred?—Yes.

5924. Preferred by constables who bring in prisoners?—Yes.

5925. And that charge he enters upon a sheet?—Yes.

5926. Well, does the station house officer, when he is senior, parade the men before going on duty?—Well, that I would prefer to leave to Mr. Dunne.

5927. Mr. Dunne will tell us all about that?—Yes.

5928. And all about the duty of the Inspectors and sergeants, and the various ranks?—Yes.

5929. Who is the Chief Inspector now?—An officer of the "G" Division. He is next in rank to the Superintendent.

5930. And there are 4 Inspectors of that Division?—Yes, sir.

5931. There are 41 station sergeants?—Yes.

5932. One hundred and forty-six sergeants, 13 detectives, and 955 constables?—Yes.

5933. Is that the strength at the present time that the Chief Secretary has authorised recruiting for?—No, sir.

5934. Well what is the strength that you have authority now to recruit for?—Well, the total of the various numbers of the ranks which you have read out, including 36 recruits, comes to 1,223. The actual authorised strength is 1,274.

5935. Including recruits?—Yes, including recruits; it is thus 51 constables in excess of what we call here the establishment strength.

5936. The strength authorised by the Chief Secretary is 51 above that?—Yes.

5937. Over the actual strength?—Yes; the establishment strength is the strength up to which we can recruit, but we are not always up to it.

5938. Are you ever above it?—Practically I may say we are not. We have gone over it once or twice for a brief period, but, practically speaking, we never do exceed that establishment strength.

5939. Were those occasions to meet certain contingencies, recruits being sworn in before the time?—Yes.

5940. When you would want recruits to meet an emergency?—Yes, I think that is the only occasion I remember when we were over strength.

5941. You say 51?—Fifty-one; I may mention that the effective strength which I have given for the various periods does not include the recruits.

5942. Just take 1913 for illustration. You have 1,173 there?—Yes, sir.

5943. Now that is the effective strength?—That is the effective strength, that is the actual strength on a particular day.

5944. Now the authorised strength would be 51 in addition to that?—Yes.

5945. This does not count recruits?—No, sir.

5946. As a matter of fact the addition of 51 makes 1,224 instead of 1,223?—Well, but then you have to add 36 to that for the recruits. That 1,173 is all ranks, excluding the recruits. Well, to compare that with 1,274, the authorised strength you have to add 36 recruits.

5947. Mr. STARKIE.—Adding 36 recruits makes 1,209.

The CHAIRMAN.—Perhaps you would make it plain if you take the illustration of 1913 and the figure 1,173, and just explain in order of sequence how that comes out to show 51 under the 1,274?—Yes. Well, if you take that 1,173, and add 36 recruits to it, and add the 51 vacancies, you get a total of 1,260, as compared with 1,274; therefore I take it that on the 31st of December, 1913, we were 14 men below our establishment strength.

5948. Mr. HEADLAM.—Can you tell us whether that deficit of 14 was due to the fact that it was not necessary to recruit up to the authorised limit, or whether it was impossible to get recruits?—Well, I do not think it really could be assigned to either reason, but the practice is to bring out recruits in batches. We don't bring 'em out one by one, and consequently we wait until there are about a dozen vacancies unless there are some particular circumstances, and then we bring out a batch of, say, a dozen, so that at times the strength may be 12 to 18 below the establishment strength. It gradually diminishes, of course, as vacancies occur from time to time, and then a batch of recruits is brought out to bring it up to its full strength, and then it immediately starts to diminish again until the next batch. Possibly on the 1st of January following a batch of recruits might have been brought out, and that would have changed that 1,173 to a different figure.

5949. The CHAIRMAN.—Which would include the 14?—Yes.

5950. Mr. HEADLAM.—As in the case of the army, you ask Parliament for a round sum, and cover yourselves so as to provide for having a chance vacancy? You take recruits in batches, and you do not tie yourselves down?—It is not exactly so, because we do ask Parliament for an amount fixed by the numbers for whom we estimate.

5951. But you do not tie yourselves down to have the Force up to that strength at any particular moment?—Oh, no; we do not keep the Force continually up to a particular point, but we endeavour to do it as nearly as possible.

5952. The CHAIRMAN.—Practically I understand that the aim of the office and the Commissioners in that respect is to be always doing what they can to keep under what they have estimated for, so that if there was something unusual occurring they might be able to stretch a little?—I would not say, sir, to keep under, but our great point is not to go over.

5953. So that on the whole average you would not be over?—Exactly, that is really it.

5954. Now you give us a table showing the allocation of the Force to the various divisions?—Yes.*

5955. And giving the stations and barracks in each division, and the number of men married and single attached to each?—Yes, sir.

5956. Then you also give us a table showing the available Force as fixed by the Act of 1883?—Yes.

5957. Now that is the uniformed Force?—Yes, sir.

5958. Then what does the "G" or Detective Division consist of?—A Superintendent, a Chief Inspector, Inspectors, sergeants, detective officers (who are really, I might say, constables, but they are still detective officers, and they get the maximum rate of pay of a constable irrespective of the length of their service), and constables.

5959. Sergeants, detective officers and constables, of course, are portion of the Force included in this total?—Yes, sir, quite so.

5960. You give us particulars in an appendix showing the rates of pay in the Force at various dates since its formation?—Yes.†

5961. And the allowances are also shown?—Yes, sir.

5962. The single men of the Force are lodged in barracks?—Yes.

5963. Either barracks for that sole purpose or barracks combined for stations?—Yes.

* *Vide* Appendix XLIII.† *Vide* Appendix XXXIV. (1)

5964. Are any quarters or houses given to married men?—Well, in one or two cases they are; they get quarters in the station.

5965. Or in the barracks?—Yes, sir, but I can only think of two cases. The Inspector of the Troop has quarters, and I cannot remember any other officer, but I remember two men of the lower ranks. There was a man in Ballybough who had quarters, and there was a man in Green Street who had quarters. I cannot think of any other just at the present moment.

5966. And are officers lodged in houses supplied by the public?—Yes, three Superintendents, the Superintendents of the "B" Division (the Superintendent at headquarters), the Superintendent of the "C" Division, who has headquarters at Fitzgibbon Street, and the Superintendent of the "G" Division.

5967. Where is the Superintendent of the "C" Division, do you say?—At Fitzgibbon Street, the new barracks. In addition to Inspector Chase, Inspector Carey has quarters. He is an unmarried man.

5968. I was speaking of married men?—Yes, but I thought I would just mention him.

5969. All the unmarried constables are lodged in barracks?—Yes, sir.

5970. What deduction is made for their lodging?—One and twopence.

5971. Mr. HEADLAM.—When was that deduction fixed?—Under the Act of 1883.

5972. Mr. STARKIE.—Is the deduction merely for lodging, or is anything else included?—Lodging and fuel. I think, if I recollect aright, although it is not stated distinctly in the Act, the proportion was 8d. for lodging and 6d. for fuel.

5973. The CHAIRMAN.—At any rate fuel and light are supplied?—Yes, sir.

5974. The men have not to contribute anything to either fuel or light?—No, that is saving and excepting this 1/2 which covers it.

5975. But they have not to contribute anything further?—No.

5976. Does lodging include the service of cleaners and so on?—The men have their own servants, cooks, etc., and they pay for their own laundry washing, etc. The arrangement is that the Department makes a contract for the washing and charges them whatever proportion it amounts to.

5977. A proportion of whatever the contract price is?—We divide it up between them and it is deducted from them in the same way as the 1/2 every fourth week or so.

5978. Have you anything to do with the employment of the women who are cooks and cleaners?—The Chief Commissioner has the appointment of them, but practically speaking the men's servants do not come within the province, for example, of the Accountant. They pay their own servants, but, of course, we pay the servants who are engaged in official duty, such as the cleaning of station and cells and anything of that sort and doing purely police work; but the servants who do personal work for the men are paid by the men.

5979. Now would you call the cleaning of the dormitories personal work or would that be in the same category as the cleaning of a station?—I think that would be the same as the cleaning of a station, official duty.

5980. You are not sure of that?—Not quite.

5981. What I want to get at is this. If the men pay a servant for cooking does that servant clean the kitchen and does she clean the dormitories and so forth, or is your share of the cleaning confined to the cleaning of the station houses?—Well, I think that the service of cleaning their bedrooms, etc., would be, as I say, official service.

5982. Mr. HEADLAM.—What is the annual charge to the Exchequer for cleaning?—I think it comes to about £800 or £900.

5983. Mr. STARKIE.—I presume that is mainly for the purpose of cleaning the cells where prisoners are confined?—Yes, sir, and all the cleaning. Of course, that £800 or £900 includes also, a good deal of it, labour in the Bridewell; for example, stokers for the heating apparatus and services of that sort.

5984. The CHAIRMAN.—This includes the central Bridewell and the Police Courts?—Yes, that is a difficulty in our accounts, that the two things are always

lumped together, and it is very difficult to differentiate between the ordinary police and police courts, and by far the larger proportion of our expenses for servants is expended in the "D" Division, and is due to the Courts, much the largest.

5985. At any rate that includes the whole of that sort of service in the whole of the stations, barracks, central bridewell, and Police Courts?—Yes, sir, everything.

5986. You have given us some important information here as regards averages of service and the return of married and single men and the return of wastage in the Force?—Yes.

5987. Just put that as shortly as you can in order that it may go down on the notes?—Do you mean only with regard to the wastage?

5988. With regard to the averages of service. How much do you say the average is for the years 1912 and 1913?—The average service of 1912 was 13 years and 7 months and the average of 1913 was 13 years and 4 months.*

5989. How does that compare with 1900 and 1901?—Well, I have not got the comparison here, but, of course, it is published in the blue book.

5990. You say in your note that 1900 and 1901 the average service is 12.3?—Yes, and now the average service is 13.5 as compared with 12.3.

5991. Now the proportion of married and single men. You can give us that?—Well, I have taken the three years of 1882, 1901, and 1913.† In 1882 the number married was 378 and the number of single men was 765. In 1901 married men 441, single 702. In 1913, married men 439, single 734.

5992. Mr. HEADLAM.—The proportions are preserved almost all through?—They are, sir. Well, the married men have certainly gone up somewhat since 1882. To compare 1901 with 1913 I might say that there is no change.

5993. What are the regulations under which the Dublin Metropolitan Police are allowed to marry?—A man must be unmarried when he joins the service, and after 5 years' service he may with the permission of the Commissioner get married. He must, I think, show that he has a certain amount of ready money in hand to enable him to set up a house, and I think that he must show that the person whom he is marrying is a suitable person. I think those are the only conditions.

5994. He then has permission to live out of barracks?—Yes.

5995. Does he get a lodging allowance?—Well, after 7 years' service he can. After the Committee of 1901 sat the privilege of 2/- a week lodging allowance was granted to married men in the ranks of the Dublin Metropolitan Police with 10 years' service and upwards. The time limit was reduced subsequently to 7 years, so that now any married man of 7 years' service is entitled to his 2/- a week lodging allowance.

5996. He can marry at 5 and he gets the allowance at 7?—Yes.

5997. Mr. STARKIE.—Can you say what the average service is at which the men marry?—I don't think I have that, but I could easily get it for you.

5998. The CHAIRMAN.—Now, can you give some information as to the return of wastage?—You will observe, sir, that I have given an addendum to the return which is otherwise in exactly the same form as that given in 1901‡. These returns have all been founded on the returns given in 1901. In this case I have given an addendum§ to it showing the service of men who resigned voluntarily with under 25 years' service, and that is the only addition to it. The average annual wastage for the years 1901 to 1913 is 66. That is the average. The average of those dismissed or compelled to resign was 11.5, or roughly 17.4 per cent. Voluntary resignations under 25 years' service amount to 11 on the average, or 16.6 per cent. Of deaths the number is 6.6 or 10 per cent. Pensions with over 25 years' service, 25, or 37.9 per cent. On medical certificate with under 25 years' service, 12, or 18.2 per cent.

5999. What do you mean by voluntary resignations under 25 years' service?—Under 25 years' service, a man who chooses to go at any time and thereby gives up any prospect of pension.

* *Vide* Appendix XXXVI.

† *Vide* Appendix XXXVIII.

‡ *Vide* Appendix XXXVII (a).

§ *Vide* Appendix XXXIX.

31st March, 1914.)

Mr. WALTER A. MAGILL examined.

[Continued.]

6000. You mean by voluntary resignation that the man resigns the service without any gratuity or compensation?—Quite so.

6001. What was the proportion of those?—The number is 11, 16.6 per cent. Then I have subdivided that information somewhat more. Of the men who chose to resign voluntarily with under 25 years' service the total over the whole period was 142. Of that number 100 resigned with under 5 years' service, 37 resigned between 5 years' service and 10 years' service, 2 between 10 and 15 years' service, 3 between 15 years and 20 years; that is to say that voluntary resignations during the first five years' service amount to over 70 per cent. of such resignations, that is of the voluntary resignations under 25 years' service; and between 5 and 10 years' service, 226; so that the resignations under 10 years' service account for you may say the whole bulk of these voluntary resignations under 25 years' service.

6002. Mr. HEADLAM.—That is for what years?—1901 to 1912, both years inclusive.

6003. Can you give similar figures for the years between 1883 and 1901?—I am sure I could, but I could not give you them at the present moment. I can furnish it to you.

6004. Perhaps you will put that in?—Yes.*

6005. Mr. STARKIE.—It appears that there were only three that reached pensionable service?—Yes, sir. Of course, that would be so only on the supposition that they retired on medical certificate.

6006. Mr. HEADLAM.—The average number of voluntary resignations was 11 in a year?—Yes, sir, 11.

6007. The CHAIRMAN.—Now is there anything further that you would like to give us on that point which it would be useful to have on the notes?—Well, no, sir; I don't think that there is anything else. I think I have given you all the particulars without going into detail.

6008. Now the next question is that of candidates?—Yes.

6009. And you give us the number of applicants?—Yes, the number registered, the number accepted, the number rejected on medical examination as unfit, and the number of candidates lapsed or withdrawn.† I have given them from 1891 to 1913, and the form in which the information is given was something altered from that in the 1901 tables, so I have given particulars from the earlier date. If you divide the whole period into three, that is two periods of 8 years, and a final period of 7 years, you will observe the number of applications in the first period, that is the period 1891 to 1898 inclusive was 424.

6010. Mr. HEADLAM.—Why did you not go back to 1883, the time of the last Committee?—Well, my intention was to bring the return of the 1901 Committee up to date. I did so in all cases, but in this case as I had altered the form of the return I also included the period covered by 1901.

6011. Can you tell us why you altered the form?—Well, it was generally thought that it gave better information in this form than in the other form. In the other form it gives, if I recollect aright, the number of applications and the number on the register. Well, the number on the register is a figure which does not give very much information because to a large extent it depends entirely on the day for which that figure is taken. You might have 100 men on the register on the 1st of January and if you called up a number of recruits on the 2nd it would be down to 70 probably the next. So it gives very little information, because as I say it depends so much on the day on which it is taken.

6012. The CHAIRMAN.—So you have given the average?—Yes. I have got the number of applications. Those are men who apply but who may not be suitable candidates on the face of their application. The number registered gives the number of men who were *prima facie* suitable candidates, but who had not undergone anything like what I may call an examination. The number accepted are the number we call up. I thought those columns would give you all the information necessary to judge the condition of the recruiting.

6013. The registration of the candidates does not mean anything?—No.

6014. It means that he has conformed more or less to the regulations and appears on paper as being suitable?—Yes.

6015. But the test is when he comes up?—Yes.

6016. And he has to be inspected by the Commissioner and also by the Medical Officer?—Yes, sir, also by the Medical Officer.

6017. So that gives the proportion between the applicants and those who are actually received into the Force?—Yes, sir, exactly. Shall I continue to give the figures for the periods?

6018. Yes, if you please?—In the period 1891 to 1898 inclusive I find the annual average number of applications was 424. From 1899 to 1906 inclusive the average number of applicants was 378. From 1907 to 1913 inclusive I find the number was 247. The number registered for the period 1891 to 1898, that is the average number, was 236; for 1899 to 1906, 220; for 1907 to 1913, 104.

6019. Then the number accepted?—No; I did not average the number accepted because they to a large extent must agree with the return of wastage. I think it is obvious that, of course, as we call up men to supply vacancies the average number must roughly agree with the wastage of the Force.

6020. And you can never square exactly between the number registered and the number accepted?—No.

6021. Because you call up a certain number?—Yes.

6022. Still leaving a large balance on the registry?—Yes, sir.

6023. And some of those may ultimately be accepted and some may not?—Exactly. Well, I have shown those among the lapsed or withdrawn.

6024. It comes to this point, that you have been able to transfer from the register a sufficient number of men from time to time to fill the wastage?—Yes, sir. We have enough, but you will see that there has been a very material falling off in the numbers that we have to choose from.

6025. Mr. HEADLAM.—Can you give us the number for the year 1913?—I have given you the number of applications as 245.

6026. Can you say how many were registered in 1913?—91.

6027. Out of 245?—And the number on the register on the 1st of this month was 15 first class and 15 second class, total 30.

6028. On the 1st of March?—Yes.

6029. What was the figure last year at the same time?—Well, I can give you that, but as I say it might compare with it and it might not. It would altogether depend upon whether the recruiting was at the same stage on the same day last year.

6030. These figures are small because you had just taken a batch, I suppose?—Well, that may be so.

6031. The CHAIRMAN.—Now just go on and refer to your note to see is there any other information that you can give us that will be useful on the subject of recruiting?—Well, that is all that I have to give. I thought it better to confine myself to the figures. I have brought out all the percentages of the average numbers registered to the average numbers of applicants for the three periods. In the period 1891 to 1898 the number registered to the number of applicants was 55 per cent. In the period 1899 to 1906 the number registered was 58 per cent. of the number of applicants, and in the period 1907 to 1913 the number registered was only 42 per cent. of the number of applicants.

6032. Mr. HEADLAM.—In order to make the statement complete are you going to give us the figures back to the 1883 Committee?—Very well, sir, I will make a note of that.‡ Then the next return§ that I have is the average service of married station sergeants, sergeants, and constables. Well, the station sergeants all were over 15 years' service. Of the sergeants one was between 10 and 15 years, and 99 were over 15 years' service. Constables under 10 years' service, 36; between 10 and 15 years service, 93; 15 years and upwards, 155.

6033. The CHAIRMAN.—Then, you give a table to show the number and age of recruits joining the force for 5 years to 1913?—Yes, sir.**

* Included in Appendix XXXIX.

† Included in Appendix XL.

‡ Vide Appendix XL.

§ Vide Appendix XXXVII. (b).

** Vide Appendix XLI.

6034. What is the average age for the whole period?—It is 22.2.

6035. Mr. HEADLAM.—That is very much the same as in 1901?—Yes.

6036. The CHAIRMAN.—Table 8* shows the service of men who retired on pension for the 5 years ending the 31st December, 1913?—Yes, sir.

6037. The average number who retired over the whole period is 31 annually?—Yes, as compared with 25 in the five years 1896 to 1901, and you will observe that last year, 1913, the number was 43, the highest I think we have ever had.

6038. Do you account for that in any way?—Well, sir, I cannot. It so happens that a certain number of rather long service men happened to retire, but that would not account for the great increase.

6039. Would that be accounted for at all by the fact that the Force was recruited up in 1883?—Yes, sir, it might of course. The Force was increased about 1883 very considerably.

6040. That was the highest?—It was, sir; it was higher then than I think it has ever been, and that might account for it.

6041. That might affect it?—It would, sir, of course. If at any period the Force is materially increased it follows of course that at a definite period after that the number of pensions becomes increased.

6042. Mr. HEADLAM.—The length of service of the men in the various ranks is slightly greater now than in 1901 and 1902?—Yes.

6043. The CHAIRMAN.—Now the next thing is the question of rents paid?—Yes, sir. Well, summarising it, the average rent paid by the men of the Force, excluding those keeping lodgers,† has gone up in the case of station sergeants from £24 6s. 4d. to £26 10s., roughly 9 per cent; of sergeants £22 4s. 11d. to £25 9s. 8d., or 14 per cent.; of constables from £19 18s. to £21, or 5½ per cent., as compared with the rents paid in 1901.

6044. How do you arrive at the distinction between those who who keep lodgers and those who do not?—Well, we have here a table from the various divisions showing the rent paid by every man, and stating whether he keeps lodgers or not. I have given that in.

6045. Does the table show that the rents of those who keep lodgers are considerably higher?—Oh, yes, very much.

6046. What are they?—Well, here the first is £52, then £36, £34, £31; these are all very much above the average rent given for the others, which was £24 odd. Constables, £30, £52, £30, £30, £26, £34, £54, etc. You see they are all very much above the average. You might say half as much again over the average.

6047. Mr. HEADLAM.—Do you show that the average rent has gone up in the Force?—Yes, sir.

6048. Evidence was given as to the average rent before the 1901 Committee. According to one witness it was 9/- or 8/8 a week. Another witness said 8/- or 7/6, and another witness said 8/- or 8/3. Your average, as given here, for constables, is 8/1?—Yes, £21. I took the figures given in the 1901 report, and I took the figures which were now given to me, and I have compared them.

6049. The CHAIRMAN.—You then give us a return† showing the number of men who joined in the years 1884 and 1888, the number who left the service for various causes, and the numbers still serving?—Yes. It is somewhat difficult to explain, perhaps, but I have taken the number sworn in each year, and I have shown the number of these who are still serving as constables, who have been pensioned or discharged on gratuity as constables, who have been dismissed as constables, and who have resigned as constables, etc., and the number promoted to the rank of sergeant. I have carried forward the number promoted to the rank of sergeant, and I have shown the number still serving as sergeants, pensioned, dismissed, etc., as sergeants, and those promoted to the rank of station sergeant, and have carried forward that number also. It shows what exactly has happened to each man in each particular rank.

6050. Have you the number who joined in that certain year?—Yes, sir.

6051. Can you let us know, without pursuing exactly their fortunes through every stage, how many of those men are still serving?—Yes, sir; 83 were sworn in, in the year 1884.

6052. How many are still serving?—Eight are still serving.

6053. In the interval what became of the 75?—Well, sir, there were pensioned or discharged on gratuity, 32; dismissed, 18; resigned, 15; died, 10.

6054. And the 8 still serving make up the 83?—Yes. Well, I have got these particulars for the whole period if you care to have them.

6055. Does the period you have given in now, from 1884, fairly indicate what occurred in the other periods?—Well, I took that period because you have to take, I should say, a period of 30 years ago to account for all that has happened to the men of that particular period. Because promotion to the rank of Superintendent, for example, does not take place until somewhere about 30 years' service.

6056. This includes every rank and every promotion?—Yes, sir.

6057. Can you say what are the ranks of the 8 still in the Force?—Yes, 2 still serve as constables, 3 are still serving as station sergeants, and 3 are still serving as Inspectors.

6058. Can you tell at what service the men were appointed, as you say 32 were pensioned?—I can tell you the ranks in which they were pensioned, but I cannot give you the service; I have not got that here.

6059. At any rate 32 were pensioned?—Yes, sir.

6060. And there are 8 still in the service who will be pensioned?—Yes.

6061. It is to be hoped they will?—Yes, sir, they will, I trust.

6062. That would make 40?—Yes.

6063. So that out of 83 recruits for the year 1884, 40 have come, we will say, to a satisfactory end?—Yes, sir, you may say 50 per cent.

6064. They are out with pension?—Yes. Well that average works out fairly closely if you take it over the five years. For example, in the five years that I have taken the total number of men sworn in was 369. The total of the men still serving and those pensioned comes to 195, that is a little over 50 per cent.

6065. Mr. HEADLAM.—Are you going to give the rank of the members of the Force who retired?—Yes, sir, I can give you the ranks.

6066. The CHAIRMAN.—Of the 32. Yes. Twenty were pensioned or discharged on gratuity as constables; 4 were pensioned or discharged as sergeants; 7 were pensioned or discharged on gratuity as station sergeants, and one as Inspector. I can give you the other headings also in the various ranks. Dismissed, 17 constables, 1 sergeant, nil station sergeant, nil Inspector. Resigned, 15 constables, nil sergeant nil station sergeant, nil Inspector. Died, 9 constables, one sergeant, nil station sergeant, nil Inspector. Perhaps you don't want me to give the particulars for each year similarly, but I have the total of the whole thing for the various headings. As I said there were 369 men sworn in during the whole period. Of those there are still serving, 63; pensioned, etc., 132; dismissed, 66; resigned, 71; died, 37.

6067. Are all the men included in that return who have been pensioned living?—I could not say that.

6068. All that you know is that they were pensioned?—That they were pensioned. Of course if you desire I can find out.

6069. I wanted to know the extent to which they might have been retired on pension from ill-health?—Well, I can get that very easily for you.

6070. The next thing to come to is the question of pension—the pension scale as laid down in the Police Act of 1883?—Well, sir, I think you may take the general case first of all, excluding the cases of retirement owing to injury on duty. Under 15 years' service on medical certificate, gratuity of one months' pay for every completed year's service. Over 15 and

* *Vide* Appendix XLII.

† *Vide* Appendix XXXV.

‡ *Vide* Appendix XLV.

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Mr. WALTER A. MAGILL examined.

[Continued.]

under 21 years' service, still requiring medical certificate, one-fiftieth of pay for each completed year's service as a pension. Between 21 and 25 years' service, still on medical certificate, twenty-fiftieths of pay with an addition of two-fiftieths for each completed year above 20 years. Over 25 years (it then becomes voluntary, for they can retire at 25 years) thirty-fiftieths of pay with fiftieth added for each year of service completed above 25 years, up to a maximum of two-thirds of pay—*id est*, the maximum is attained at 29 years' service. Then, sir, with regard to cases of injury on duty, they are divided into two classes, accidental injury and injury other than accidental. These are again subdivided according as the incapacity is partial or whole. Well, taking the case of accidental injury first of all; partial incapacity under 5 years' service, pension of not more than ten-fiftieths; over 5 years and under 10, pension of not more than twelve-fiftieths; over 10 and under 15, pension of not more than fifteen-fiftieths; over 15, pension of not more than annual pay and not less than ordinary pension under the previous section. That is accidental injury with partial incapacity.

6071. Then as to accidental injury with whole incapacity?—Yes, sir. Under 10 years, pension of not more than fifteen-fiftieths; over 10 and under 15 years, pension of not more than twenty-fiftieths; over 15 years, pension of not more than annual pay and not less than ordinary pension.

6072. All those accidental injuries must be associated with the discharge of duty?—Yes, it must be in the discharge of their duty.

6073. Then you come to the injury other than accidental?—Yes, with partial incapacity. Under 10 years, pension of not more than twenty-fiftieths; over 10 and under 15 years, pension of not more than half; over 15 years, pension of not more than annual pay and not less than ordinary pension. Then you come to injury on duty other than accidental; whole incapacity, pension of not more than annual pay and not less than ordinary pension. If the incapacity has been brought about or been contributed to by vicious habits the pension can be reduced by an amount not exceeding five-fiftieths of pay. The pension granted under 15 years' service may be reduced if partial recovery from incapacity ensues. The pension so reduced shall not be less than one-fiftieth of pay for every completed year of service. Then as to widows' pensions, etc. Pensions for widows and allowances for children of a constable who dies from some cause which if it had only incapacitated him would have entitled him to pension, one-tenth of constable's pay or a sum of £10, whichever is the larger, and for a child one-fiftieth or £2 10s., whichever is the larger. When the constable has died from some cause not arising from his own default but so that his widow and children are not entitled to pension under the foregoing, the combined gratuities to the widow and children shall not exceed the amount of the gratuity that the constable would have received had he been merely incapacitated. The gratuity to the widow and children of a pensioner who dies within 12 months of the grant of pension shall not exceed the difference between the annual pay of the constable and the amount received of pension. Well, such gratuities are administered under a Treasury ruling on the point. The general practice under Treasury direction in such cases is that half the maximum gratuity is awarded to the widow and a sum for each child of £1 for each year between its actual age and 15 years, but always provided that the total does not exceed the maximum. This rule has, however, been departed from on occasions and gratuities to children have been granted on a slightly more generous basis. Pension and gratuity are calculated on the average annual amount of pay received during the last three years of service. This practice differs from that obtaining in England, and is often felt to be a hardship. The Chief Commissioner will, I think, go fully into this matter. I have obtained some particulars with regard to the subsequent employment of D.M.P. pensioners. We got information in the case of 207 D.M.P. pensioners residing in and about Dublin.

6074. Mr. HEADLAM.—Is that the whole number?—No, sir; we have about 370, I think, altogether, but it

was a matter that we could not make very close inquiry into; it is rather a general table.

6075. The CHAIRMAN.—I suppose a number of them live in the country?—Yes, a large proportion lives in the country, and, of course, in those cases we did not make any inquiry at all; and in fact these are merely cases that the police happened to know about; we could not go very far in that matter. There were 107 not employed at all. The number employed at remuneration under 10/- a week was 18; over 10/- and under 15/-, 10; over 15/- and under 20/-, 48; over 20/- and under 25/-, 13; over 25/-, 7; earnings not known, 4. I have also got particulars of the nature of the employment of the men. As insurance and rent agents, etc., 27; Port and Docks Police and Veterinary Inspectors, 17; messengers, watchmen, and caretakers, etc., 34; musicians, 2; summons servers, Civil Bill officers, etc., 11; labourers, 5; and men with businesses of their own, shops, etc., 4.

6076. Mr. HEADLAM.—Are any of the posts of messenger in Government offices in Dublin reserved for D.M.P. pensioners?—I do not think any of them are reserved, but I think they do get employment in some of the offices.

6077. The CHAIRMAN.—Does this heading of yours include such messengers, would it include any of those employed in Government offices?—Yes, sir, it does. The Post Office and the Chief Secretary's Office, I think, both employ pensioners. The Post Office employs D.M.P. pensioners as door-keepers, etc., and I think the Chief Secretary's office have some employed. They are employed, but I don't think any particular office reserves its posts for them.

6078. Do you know of your own knowledge that there are some of them employed in the Chief Secretary's office?—Yes.

6079. As pensioners?—No, sir; I was wrong in that; not as pensioners. There are as a matter of fact D.M.P. men there but not pensioners; men who resigned voluntarily.

6080. Mr. STARKIE.—You say there are 18 employed at under 10/- per week?—Yes, sir.

6081. What is the nature of the employment in these cases?—That I could not say definitely. It may be some part time employment that they would only work at for an hour a day or something of that sort.

6082. The CHAIRMAN.—It would not be whole time service, but partial service of some sort?—Partial service.

6083. Mr. HEADLAM.—Before you leave the question of pension may I ask have you any agency for providing employment for ex-policemen?—Well, there is a register kept of pensioners who desire employment, and I think there is a Society that the pensioners have started themselves but it has no official position.

6084. There is an official register and an unofficial society?—Yes, quite so.

6085. Now as to promotions?—Well, candidates for promotion to the rank of sergeant, station sergeant, or Inspector must in the first place be in possession of a certificate of literary qualifications as follows:—Constable to sergeant, class 3 certificate; Sergeant to Station Sergeant, class 2 certificate; Station Sergeant to Inspector, class 1 certificate.

6086. Are those classifications recommended by the Civil Service or are they prescribed by the Commissioners of Police?—They are prescribed by the Commissioners of Police.

6087. And carried out by the Civil Service?—And carried out by the Civil Service. Civil Service examinations are held annually, and any constable of five years' service may present himself in class 2 or 3. Candidates for class 1 must already hold the class 2 certificate. The possession of these certificates gives no claim whatever to promotion. The qualifications of the men holding the required certificate are considered (the number varying according to the requirements of the service) by a promotion board composed of the Assistant Commissioner and the 7 Superintendents. A man so considered may be recommended, passed over, or finally passed over according to the merits of each case. Those recommended, if approved by the Chief Commissioner, are first medically examined by the principal medical officer as to physical fitness. They

must then pass a test examination departmentally in police duties and drill. This examination satisfactorily passed, the men are appointed to the higher rank in order of seniority as vacancies occur. The man passed over may again be considered by a further promotion board. Generally speaking, they are considered at three promotion boards before being finally passed over for promotion. In addition to the three classes of certificate already mentioned there is also a certificate as to special proficiency known as the optional certificate, viz.:—in indexing and digesting returns into summaries. This is intended to test the capability of men for the position of Divisional clerks. A senior constable holding a class 2 certificate and a certificate in the optional subject is eligible as vacancies occur for the position of assistant clerk and the senior assistant clerk if certified by a Superintendent as highly qualified to perform the special duty is eligible for appointment as a divisional clerk with the rank and pay of sergeant on a vacancy occurring. Candidates for the rank of Superintendent and Chief Inspector are considered by the promotion board, but are not subject to any special examination for the rank save the medical examination. Well, I have a table* here showing the promotions made to the various ranks during the last ten years and the average service at which certain promotions occurred. Well taking the rank of sergeant first of all in 1913 the number was 24, and the average service was 15.3 years; in 1912 the number was 14 and the average service was 14.5 years; in 1911 the number was 6, and the average service 15.3 years, and in 1910 the number was 9, and the average service 13.3 years. Perhaps I might give the average over the whole period.

6088. Yes, there is only a slight variation in all the years from 1904 to 1913?—Yes.

6089. What is the average?—The average number is 14.7, and the average service is 14.7 years—a curious coincidence. Well, the number promoted to be station sergeant, that is the average annual number, was 6.2 at a service of 20.8 years.

6090. Can you account for the large number appointed in 1912 and 1913 as compared with the other years?—Well, you see, the previous years had been two small years; 1911 and 1910 were small years, so I take it that you must bring up the average when the following years were bound to be larger. I think every small year must be followed by a large year; it may not be the year immediately following, but soon after. The average number of inspectors was 3.2 at an average service of 24.1 years, and of Superintendents 0.9 at an average service of 31.5 years.

6091. Is there a limitation of age as regards the appointment of either Inspector or Superintendent?—No, sir.

6092. Then the constitution of this Promotion Board in practice puts the men of all divisions on even terms as regards the prospects of promotion?—Yes, sir.

6093. That is to say the Assistant Commissioner presides, and the 7 Superintendents are there, and they can present the merits of their men respectively?—Yes, sir, quite so.

6094. And any change, I suppose, as regards the position they ought to occupy?—Quite so.

6095. Mr. HEADLAM.—It does not matter where the vacancy occurs?—No, sir.

6096. A constable from Clontarf may be called to fill a vacancy in Kingstown?—They are interchangeable in all respects.

6097. The CHAIRMAN.—The next thing we come to is leave?—Superintendent and Inspectors get one month per annum; station sergeants and sergeants get 21 days' annual leave and one day per month, which may not be added to the 21 days. They cannot keep it over and take it altogether. Constables get 10 days' annual leave and one day per month, which may be added to their 10 days.

6098. So that constables really can get 21 days?—Yes, exactly, 21 in one lump.

6099. Is there any relief from duty which is not exactly called leave, which is not included in this leave, in the way of men being relieved of a tour of duty?—Well, I dare say there is. That is a point which the Superintendent will be able to tell you about.

6100. Mr. HEADLAM.—Is there any difficulty in the

men getting their leave?—In times of pressure there is. In times of pressure they cannot get it.

6101. But they get some other day in that case, I suppose?—Yes, if possible, sir.

6102. The CHAIRMAN.—Now you come to the point of the cost of the police?—Yes. Well I think the first thing to be noted in connection with the question of the cost is the fact that the Police Courts and the police proper are incorporated, as it were, for financial purposes, because it makes a great difference between the accounting for the Dublin Metropolitan Police and the accounting for other police forces, and leads to a good deal of difficulty in making a comparison. The Chief Commissioner, however, will, I think, go more fully into that, and I merely mention it. The total cost of the Dublin Metropolitan Police for the year 1911-12 is £173,142. The Dublin Metropolitan Police vote bears £98,787, the appropriations in aid £56,272, and other votes £18,083. The appropriations in aid are composed of the police tax, the carriage fees, fines and fees, the publicans' fees, pedlars' and chimney sweepers' fees and incidental income.

6103. What are the publicans' fees?—They are fees under the 3rd and 4th of William the IV. paid by publicans on renewal of their licences each year. A fee of 10/- is paid by each publican. Prior to the Local Government Act of 1898 pawnbrokers' fees duties amounting to about £5,000 a year, were also payable to the Police Force, but by the Local Government Board Act of 1898 they were handed over to the local authority.

6104. That is to the Corporation?—Yes.

6105. And they are placed to the credit of the Corporate funds?—Yes.

6106. £5,000 a year?—Yes; I think £5,095 is the average of the last 5 years before they were handed over. Well, sir, I have a return if you wish it showing the amounts under various headings of the appropriations made in the last 10 years which was asked for in the previous Inquiry.

6107. Defrayed from the "Other Votes" which you have here?—Yes, that is mainly the cost of building, which is defrayed out of the Board of Works Votes; we do not account for it, but it is charged finally against us in the appropriation account, but we do not estimate for it, nor do we take account of it.

6108. You have no control over it?—No control over it. None.

6109. Does that include furniture?—Yes.

6110. And fuel and light?—Yes, and in the Police Courts.

6111. This is the whole Vote?—Yes; I have divided it again under various sub-heads if you would care to see that.

6112. There is an item of superannuation. Is that Police Court superannuation?—That is the £1,317?

6113. Yes.—No that is superannuation under an old Act; I think it is partly Police Courts and partly Dublin Metropolitan Police. I think one item of that is the pension of a late Chief Commissioner.

6114. It comes under the ordinary Civil Service superannuation allowance?—Yes. I think that £1,317 represents three persons—two of them belong to the Police Courts and one belongs to the police proper.

6115. Is a portion of the Police Court staff Civil Service staff?—Yes, it is all Civil Service staff.

6116. Are the retired police magistrates on the list of the D.M.P.?—Well there is one in this £1,317.

6117. One divisional magistrate?—Yes, the only one that I know of; no other.

6118. Are not the salaries of the magistrates included in your Vote?—Yes, they are, sir, in our Vote. Formerly the pensions of the clerks in our office were not charged to our Vote, I think.

6119. Mr. HEADLAM.—Are they now?—Yes; and the Commissioners were formerly not charged to our Vote, and they are now. They were dealt with, I think, under the Superannuation Act, and paid by the Paymaster-General.

6120. The CHAIRMAN.—Are the pensions of the civil servants at the Police Courts charged to the Vote?—They are now, sir. Well, these are the various sub-heads:—Salaries, £12,022; pay, etc., £102,631; clothing, £3,026; horses, £404; forage, £788; law expenses, £300; incidental expenses, £950; travelling expenses, £573; escort of children, £258; pensions, £33,751;

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Mr. WALTER A. MAGILL examined.

[Continued.]

probation officers' expenses, £357. Those items compose our Vote proper, amounting to £155,059.

6121. What is the probation officer?—Well, that is a new appointment under the Probation Act. The probation officer—a lady at present—looks after persons who are on an order of probation, and has to look after them, and see that they comply with the requirements of the order, and bring them into Court, and make inquiries about them.

6122. How much is that item?—£357.

6123. How many persons are there?—One sir, a lady—Miss Gargan. She is paid by fees, not by salary.

6124. Then the items defrayed out of other Votes?—Building, £14,082; Surveys, £3; rates, £1,160 (this includes the Police Courts); audit, £185; printing, £795.

6125. Mr. HEADLAM.—That is the Stationery Office?—Yes.

6126. It includes stationery and printing?—Yes. Law expenses, £66; superannuation £1,317.

6127. What are the law expenses?—I suppose expenses defrayed out of the Law Charges Vote on behalf of our department.

6128. The CHAIRMAN.—That does not mean the salary of your solicitor?—No; the salary of our solicitor is paid out of our own Vote; it is £300. Then Posts and Telegraphs, £475, making up the total of "from other Votes," £18,083. That makes the gross total of £173,142.

6129. Then money expended by other departments upon what they regard as the service of the Metropolitan Police is charged in your Vote?—It is, yes; it is charged against us.

6130. The money or value given by the Metropolitan Police Department to other departments is not charged?—Is not charged.

6131. It is not charged in another Vote?—No, we get no credit for it.

6132. It is considered that it is all for the public good?—Yes; the only credit we get is a very small note at the foot of the estimate in which we say that so many men are employed in Government departments, and that so much ought to be paid for it, or words to that effect, but no actual notice is taken of it.

6133. Mr. HEADLAM.—These items appear in every Vote as additional services. That is what I think they are called?—Yes.

6134. Mr. STARKIE.—What becomes of the fines imposed at the Police Courts, and which are paid?—They form portion of our appropriation.

6135. Under which heading?—Fines and fees.

6136. Are the whole of the fines and fees paid over?—Yes.

6137. They are put under the head of "Fines and Fees" here?—Yes, fines and fees.

6138. The CHAIRMAN.—Fines in the case of prosecutions for breaches of bye-laws of the Corporation?—They do not come; for example, sanitary cases—they do not come to us.

6139. Although a policeman may prosecute in that case the fine goes to the Corporation?—Yes, sir, to the Corporation. They come within our account as a matter of fact, but the money does not come to us; it is payable to the Corporation. And there are other fines such as in the cases under the Cattle Diseases Act, and things of that sort, in which portion goes to the Board of Agriculture and portion to the informer, but, generally speaking, a large proportion of all the fines imposed in the Police Courts come to our credit.

6140. It is only really the fines that are imposed for the carrying out of penal statutes in connection with order and peace that come to the police?—Yes.

6141. Mr. STARKIE.—Is it confined to fines in prosecutions at the suit of the police?—Yes, I think so.

6142. Or does it extend to penal prosecutions by a private person?—Well, I think those are so rare really that I cannot call any to mind just at present.

6143. The CHAIRMAN.—For instance, now, suppose a person appointed by the Society for Prevention of Cruelty to Animals prosecutes and a fine is imposed?—Yes, that fine now goes to the police, but formerly half of it went to the Society; but that has been done away with within the last two or three years.

6144. Mr. STARKIE.—Is there no portion awarded to the Society?—No, sir, I do not think so.

6145. Mr. HEADLAM.—You say it goes to the police, and it is appropriated in aid of the Vote?—Yes. Generally speaking, I suppose 90 per cent. of all fines imposed at the Police Courts are brought to our credit. In fact wherever the Act under which a prosecution is brought does not state the particular allocation of the fine that fine is allocated to our funds.

6146. You have a Police Reward Fund?—There is an item under a sub-head for reward, extra pay and clothing allowance.

6147. What is the amount of the item?—Well it averages at about £1,000.

6148. That is distributed every year?—Yes.

6149. Among the police at the discretion of the Commissioners?—Yes, and the Chief or Under Secretary. It is under the 6th and 7th of William the IV. It is a special grant. It states that with the authority of the Chief or Under Secretary rewards, etc., for specially good service may be given.

6150. Is that given to men of all ranks, or only to constables?—All ranks. Of course, that £1,000 is not all reward. It comes to the three things—reward, extra pay and clothing allowance. That is an allowance for men who do duty in plain clothes, as compensation for the use of their ordinary clothes while doing police duty.

6151. The CHAIRMAN.—Not the "G" Division?—No.

6152. But the divisional plain clothes men?—Quite so. The extra pay includes the provision of refreshments to men who, owing to pressure of duty, cannot get back to their stations, etc., for their ordinary meals. That, I think, is recently the principal item of the extra pay.

6153. Mr. HEADLAM.—In that case out of this £1,000?—Yes.

6154. Do the mounted men get higher pay than the rest?—No, but they get an additional allowance of 6d.

6155. Sixpence a week?—Yes, 6d. a week as glove and spur money.

6156. The CHAIRMAN.—You have it included in the Appendix?—Yes.

6157. And boot money?—All the Force get 8d. a week boot money.

6158. Mr. HEADLAM.—How are the arrangements made as to allowing men to let lodgings—is that a matter for the discretion of the Commissioner, or is it settled by regulation?—I do not think that it is a matter that the Commissioner interferes with. Of course, I think that the men's lodgings are always inspected, and it must be seen that they are properly conducted, etc., but I do not think that there is any bar to the keeping of lodgings by the men. Well I have divided the cost; I have allocated it between the police proper and the Police Courts to show you the cost of the police as distinguished from that of the Police Courts. That is taken from the Criminal and Judicial Statistics; this figure is taken from that. Well, the establishment, that is excluding the Police Courts, salaries and pay, £105,415.

6159. Taking the Police Courts as distinguished from the establishment, do you include in the former the police who are employed at the bridewell and about the Court?—We only charge in this account to the Courts the police who do duty as Court ushers and Court messengers, etc. We do not charge any of the men who happen to be there on what might be called police duty.

6160. Do you include the bridewell staff?—No; we consider that police duty. We only include men who may be considered as officers of the Court, who would be employed there as ushers, etc. Well, the establishment, salaries and pay, £105,415; allowances and contingent expenses, £2,377; clothing, £3,026; superannuation, £34,142; horses, etc., £1,192; station house charges, £14,483; other miscellaneous charges, £2,660; total cost, £163,296; proportion paid by Treasury, £110,224; Police Courts salaries and pay, £7,810; fuel and light, £140; superannuation, £926; rents, rates, etc., £618; other miscellaneous charges, £352; total of cost, £9,846; proportion paid by Treasury, £6,646.

6161. The CHAIRMAN.—Is that fuel and light supplied by the Board of Works?—Yes, and they charge us in the Appropriation Account for it.

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Mr. WALTER A. MAGILL examined.

[Continued.]

6162. And that must include the lighting and heating of the bridewell?—Yes, but at the same time the fuel and lighting in this Courts' part does not include the lighting, etc., of the bridewell.

6163. Is that sum of £100 odd for the Courts alone?—For the Courts only, sir.

6164. This is the Police Courts proper? This has nothing to do with Green Street?—No, it is the Police Court proper, but there are three of them—the Police Courts at Inns Quay, at Kingstown, and at Clontarf, but it is for the Police Courts only. We got the particulars for this return from the Board of Works, and we asked them to give us the proportion paid on behalf of the Police Courts only.

6165. Does that fuel and lighting item include cleaning?—I don't think so, sir; I think the cleaning would come under the other miscellaneous charges.

6166. What is the amount of the other miscellaneous charges?—£352. Of course, these figures, to some extent, are only approximate. We have to take the proportion in making the division between the two services in some cases where it is impossible to arrive exactly at the figure to be charged; but they may be taken, I think, as accurate.

6167. As fairly accurate?—Yes.

6168. Now about the local contributions?—Yes.

6169. The limit is 8d. in the £?—Yes, that is the maximum which can be imposed.

6170. And it has always been imposed, or at least I think for many years?—I think, sir, it has since the 'fifties, since about 1855; I think that is the date, and for some time before that also, for there was a gap, as it were, for a few years where something less was imposed, I think 7d.; but you may take it that from 1850 the maximum rate has been imposed.

6171. Has the addition of the townships made any difference in the amount received as the local contribution?—Oh, yes, certainly; it has made no difference in the rate, but it made a very considerable difference in the amount.

6172. Well, assuming that the expense of the forces in the added area had not increased in proportion to the sum received from that added area, has the result been a reduction of the Vote?—Well, it would if the case holds as you say.

6173. But I want to know does it hold?—Well, I do not think it does, but I would like to look into the figures before answering you definitely on that point. It is a point that I could not answer on straight off.

6174. Naturally the police expenses all round, apart from any addition to the strength of the Force, had increased owing to the added area, the barracks, and all the rest?—Yes, quite so, and they have also increased, I think, in various ways, and without having the actual figures before me, I think it would be difficult to say, but there is no doubt whatever, that if our expenses in connection with the added area were not as much as the money that we got in, the result would be a saving to the Vote generally.

6175. But as far as you know, without enquiring into it for a moment, you do not think that there has been any change?—No, sir, I do not.

6176. Now about the valuation of Dublin upon which this rate is struck, have changes recently taken place in that respect?—Well, sir, you may take it as a rule that the valuation goes up every year. In all my experience it has gone up steadily; it has increased steadily each year. There has been a re-valuation within the last few years, but that won't come into force for some time, I understand, and consequently it does not affect us at present. It is said that there may be a very considerable increase in the valuation.

6177. Has the amount receivable been increasing more or less from year to year?—It has, sir. Now, for example, in 1903-4 the police tax, the net amount of the whole tax, was £40,971, but in 1912-13 it is £46,352. It has gone up steadily each year.

6178. Mr. HEADLAM.—Can you say what proportion of the total cost of the police is provided by the local authority?—By the police tax?

6179. Yes.—Well it is roughly, I may say, 25 per cent., or it may be 30 per cent.

6180. The CHAIRMAN.—What is the total amount of it now?—£46,000.

6181. And that is the total of your Vote?—£173,000.

6182. What proportion is that?—It is not 25 per cent.; it is about 23 per cent.

6183. Now this, of course, is collected by the Corporation?—Yes, sir.

6184. With other taxes?—Yes, sir; it is included in their general demand on the citizens.

6185. And there is no difficulty about paying it?—Well, there is, sir; they have refused to pay it.

6186. When did that come about?—Some years ago.

6187. But you never have fallen short?—No, sir, because we get it by another means. We now get the police tax by another means instead of getting it through the Corporation. We make a demand on the Government, who pay us out of the Local Taxation Account, and stop the money which would go to the Corporation from the Local Taxation Account.

6188. As to the estimate of what you ask to have stopped, have you particulars as to the extent to which the taxes are recovered by the Corporation, or is your estimate formed upon 8d. in the £ on the valuation?—It is formed on 8d. in the £ on the valuation, because the Corporation are safeguarded against loss, as it were, from irrecoverable rates by the 5 per cent. they get for collection. They are entitled as collectors of the police tax to 5 per cent.

6189. You deduct that?—We deduct that; we only get the net amount.

6190. And that suits you as compared with when it was collected on behalf of the police by the collector-general. By this method you really come off better?—I think we do, sir.

6191. Because whether they collect the rate or not you get the money?—We get the money.

6192. Mr. STARKIE.—Are the Corporation paid 5 per cent. when the money is received from the Government?—They are.

6193. Mr. HEADLAM.—That is to say you claim on the valuation less 5 per cent.?—Yes, we merely ask for the net amount.

Superintendent JAMES DUNNE examined.

6194. The CHAIRMAN.—Mr. Dunne, you are Superintendent at headquarters?—Yes, sir.

6195. Of the Dublin Metropolitan Police?—Yes, sir, and Superintendent of the "B" Division.

6196. What is your service, Mr. Dunne?—Forty years and nine months, sir.

6197. How long have you been Superintendent?—Since the 1st of January, 1905.

6198. And how long have you combined the Superintendentship of the division with the Superintendentship at headquarters?—Two years, sir, the 1st of March.

6199. Now you have heard the particulars that Mr. Magill has given us with regard to the strength and the administration of the Force?—Yes.

6200. And perhaps the first thing we should like to have from you is some further particulars as to the way in which the duties of the D.M.P. are allocated to all ranks?—Yes.

6201. First of all there is the Superintendent of the division?—Yes, sir, I was going to begin with the recruits.

6202. Then begin with the recruits?—Well, the Force, as you are aware, sir, is recruited from the rural districts of Ireland. Candidates write to the Chief Commissioner offering themselves as such. Forms are then sent to the Royal Irish Constabulary of the district in which they reside, and inquiries are made as to the character and antecedents and associates of the candidate. If he is all right then, sir, a formal examination is held by the District Inspector of the Royal Irish Constabulary in the district, and the papers are then sent to the Castle, to the Chief Commissioner, and they are retained by me until such time as a batch of recruits are going to be called. Of course, I should say that when the papers come back from the Royal Irish Constabulary all this duty of supervising the recruiting is generally done by the

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Superintendent JAMES DUNNE examined.

[Continued.]

Assistant Commissioner, or if he is absent the Chief Commissioner does it, that is to classify the recruits according to their height, weight, build, and general intelligence displayed from the papers that are sent forward. No man in general is classed as a first-class candidate now, sir, except he is over 5 feet 11 inches in height, and is as well fairly intelligent, and has a good chest measurement, and everything like that. The standard height is 5 feet 10 inches, and the chest measurement 36 inches, but of late years very few are recruited under 5 feet 11 inches. They are chiefly confined to the first-class candidates. It is only in exceptional cases that second-class candidates are called—for instance, if there was a little shortage in the first class, one or two or three second-class candidates might be called in then. They are then brought up to the Castle and seen by the Assistant Commissioner in turn, and questioned as to their occupation and general knowledge, and if he considers them suitable he sends them before the medical officer to be examined, and each man's papers are taken, of course, to the Assistant Commissioner at the selection, and they are again sent to the medical officer to show all about the measurement, and everything as well. Those then that are passed by the medical officer are brought again back to the Assistant Commissioner, and he orders them to the Depot, and gives them cards. The custom is then that if the Chief Commissioner is present, I form up all the candidates for him, and he addresses them in an advisory way—you may call it a fatherly way—as to how they should go on in the Depot, and how they should work, and their habits, and everything of that sort, and when everything is done they are sent on to the Depot, and they are retained there six months. They have to undergo there, of course, two hours' drill every day.

6203. What becomes of the men who may not be recruited, although they are brought up on their papers—men who are not regarded as perhaps quite eligible on a personal interview, or who are rejected by the doctor?—They are sent home again, and they have to bear their own expenses.

6204. Up and down?—Up and down. Every form sent out clearly sets forth that they come at their own risk, and if they do not pass the doctor they will have to bear the expense themselves.

6205. I take it that the place that the recruits are sent to is the Depot in Kevin Street?—Yes.

6206. The Dublin Metropolitan Police Depot?—Yes, that is where the young men are trained.

6207. And where the police vans are kept and the troop is kept?—Yes, sir, and they are kept there for six months, and get two hours' drill every week day save Saturday, and they get three-quarters of an hour gymnastics and four and a half hours' school, and they are taught swimming in the summer season, and are brought to the public baths every Friday afternoon, and trained how to swim at the public baths in Tara Street, and they are taught ambulance stretcher drill, and they have to attend so many lectures from the principal medical officer on first aid, and how to render first aid to the injured under the St. John's Ambulance Association's rule.

6208. Mr. HEADLAM.—They have to get a certificate?—They do not get certificates of late years, and I don't know exactly how it occurred. Formerly I got it myself; I got a certificate and medallion, but of late years they have not been getting certificates. I don't know how it occurs, but they have not been getting them, but they are fully taught the St. John's Ambulance work, and they have to go through the regular course there. I should say that they are only sent to the Depot twice a year.

6209. The CHAIRMAN.—About this certificate, was there any question of fees involved?—No, sir, I never had to pay anything.

6210. Was there anything recently?—I never heard. There was an outside doctor brought to the barracks in Kevin Street, and he would instruct them there, and give them so many lectures, and at the end of that term you were examined, and if you passed you got your certificate, and at the end of the year if you went up and passed successfully again you got a medallion.

6211. It is continued now as far as the giving of lectures?—Yes; Dr. Oulton gives the lectures.

6212. And is there an examination?—No, sir.

6213. It used to be done by outside doctors?—Yes, by outside doctors.

6214. Who were interested in the St. John's Ambulance Association?—Yes, sir, that is so. Recruits are only sent in twice a year, and, of course, they come out twice a year. The usual number called up is 24 to 28 twice a year, and out of that there are never more than about 16 or 18 selected. Some refuse to come. A good many refuse to come.

6215. Others are rejected by the doctor on account of physical defects?—Yes. At the end of six months, when they are thoroughly trained, they are examined then by the Assistant Commissioner, but if he was absent the Chief Commissioner would examine all the recruits in the Depot as to their qualifications in police duties and drill and general intelligence. They have to know the topography of the city; they are sent out in batches to be taught that, and to be shown the fire alarm station, and how to work the fire alarms, and so on, through the city, and how to work the telephone, and they are made generally practically useful policemen before they are sent out on duty.

6216. Now as regards their habits, you have told us what they do daily in the way of drill and exercises of different sorts, and schools, and so on?—Yes.

6217. But are they obliged to do anything in the way of cleaning up their quarters, or anything of that sort?—Oh, they have to scrub out every Saturday their dormitories and their kitchen and scullery, and all that sort of thing, and that has to be done every Saturday. They have to parade their kits for the Inspector every Saturday to see that they have a supply of everything—underclothing and everything.

6218. And then at the end of the six months what is done?—They are examined, as I told you, by the Commissioner, and they are brought down then, and they are sworn in by the Assistant Commissioner. As a rule then after their swearing in (in fact he always does it) the Chief Commissioner parades them in the Castle Yard, and sees them drilled and examined in police duties in his own presence by the Drill Inspector, and then they are called up and allocated to the divisions according as vacancies suit. For instance, now we often had 22 vacancies when a batch would be coming out, and perhaps have only 16 men to fill all those vacancies. They are allocated according to whatever station the Assistant Commissioner thinks wants it worse. Some divisions can bear a shortage better than others owing to stress of work. Some divisions are always pressed for men.

6219. If a recruit does not do very well when he is at the Depot, I suppose you would send him away?—Well there are always two or three out of every batch that resign, and if a recruit misconducts himself or is found dilatory or stupid, and if it was considered that he would never make a good policeman, he would be sent away; but that does not occur very often.

6220. But still they are probationers?—Oh, yes, sir, they are probationers the whole time they are there; they are never anything else once they go up until they leave the Depot. In the Depot they receive 15/- a week as pay, and out of that they have to provide themselves with everything, and pay for their own washing, and, of course, pay for their maintenance, breakfast and dinner and supper. They are well looked after there, exceptionally well looked after. In summer they rise at 6 in the morning, and get coffee at 6.30. In the winter months they get up at 6.30, and get coffee at 7. Then they get breakfast at 8 o'clock or 8.15.

6220A. They do drill before breakfast?—One hour's drill before breakfast and one hour afterwards, and then they have 4½ hours' school every day. Then they are allocated to divisions. They are received by the Superintendent who, something after the example of the Commissioner, gives them a lecture as to how they should go on in their divisions, and the different temptations they will meet in certain localities, and what to avoid, and all that sort of thing; and then they are measured for uniform and fitted, and after 10 days or so they are sent out on duty on the streets. Sometimes it might be longer, according to the amount of uniforms on hand at the time in the general store, and we might have to get

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more for them, and it might be a fortnight or three weeks before they are sent out. They then do a tour of duty at the police station in plain clothes, and are sent out on beats with the constables in uniform, so as to assist them. I should have added that while in the Depot they are sent to the Police Courts every Saturday morning to understand how to give evidence, and how to deport themselves before the magistrates, and all that sort of thing. Then they go on for regular duty on the 1st of the month, or if they came out in the middle of a month they are allowed to remain on day duty the following month before doing night duty.

6221. What are the tours of duty?—There is an average of 8 hours per man per day from 6 to 9 one day and 3 to 10—that is 10 hours. The following day they only do from 9 to 3—that is 6 hours. That makes an average of 8 hours per day. For night duty there are two reliefs, and they only do an average of 7 hours a night—from 7 to 1 one night, and from 10 to 6 the following one. They change each alternate night. The greater part of the duty in the shape of arresting prisoners, and all that sort of thing, is, as far as possible, done by the relief coming off duty at 1 o'clock, so that they will be better able to attend the Courts. Of course, there is no allowance for attending the Courts. The men do night duty, and they have to go to the Courts in their own time. On some occasions if men were pressed the Superintendent would allow them off at 11 o'clock. Supposing they were out till 6 in the morning, if it can be done at all he will allow them off at 11 o'clock the following night instead of coming off at one.

6222. That is to say, when a man has to attend the Police Court he gets some relief from his tour of duty?—On the following night he would have a short night's tour, and after 11 o'clock, when the public-houses close, the ordinary drunks clear away or the half-drunks, and there is not so much call for the police, and we are able to let off a certain percentage of them. The Commissioners have approved of that, both the Chief and Assistant Commissioners.

6223. How does the constable work his beat?—There is a percentage of those men that do duty where the street traffic is dangerous. There might be about 44 men on traffic duty.

6224. Point duty?—Point duty, that is at the centre of the street regulating the traffic. They do an average of 8 hours of that duty. They get an hour out of that for dinner. In some places they only do 6 hours, if there are really bad points; at College Green they are on duty from 9 to 3 on one day and 3 to 9 the following day. And then Nassau Street, which is one of the most dangerous points we have in the city, and requires a very energetic and watchful man to be successful in it at all. He does the same tour as the man in College Green; others do from 10 to 6, with an hour off for dinner.

6225. At any period do the men on night duty go into the station house or barrack for some temporary refreshment?—Oh, yes. Men going on at 7 o'clock in the evening do till 1 in the morning without getting any relaxation. The men who go on from 10 till 6 are allowed in at a quarter past 12 to have some refreshment—either cocoa or tea—and must be out and be on their posts before the other men come off at 1 o'clock. There is always one relief on the streets. There is another point. The men on duty from 3 to 10 do, say, 10 hours one day, that is 6 to 9 and 3 to 10, and those men doing from 3 to 10 at night are allowed in for half an hour to get tea, and they are afforded every facility to make their tea in the station, and they are turned out again, and are on their beats again at 8, and I think that is one of the greatest relaxations that the men get in my time.

6226. Mr. HEADLAM.—Do you notice any difference in the quality of recruits?—No, there is very little, sir; there is a very good class coming; we are getting a fairly good class.

6227. Always countrymen?—Oh, always countrymen; I think they are a very intelligent class now. I think the last two batches of them that were sent into the Depot were as good as I have ever seen, very intelligent, smart-looking young men.

6228. The CHAIRMAN.—Tell us shortly about how the man works his beat?—He is marched from the station. First he falls in at the station house a quarter of an hour before the time he is marched out—for instance, at 5.45 in the morning, and at 8.45, and at 2.45, and at 6.45, and 9.45. Everything that has occurred for 24 hours is read out for them; every person that is wanted to be arrested for any serious offence is read out for them at the station, or a description of the person, or complaints made by the public calling attention to irregularities or disorder in the streets; that is read for them also, and very often if there was a bad complaint in from the residents the man would be told not to work his beat according to the regulation, but specially to confine himself more or less to one particular street or one particular part of the street, to abate this nuisance that they have heard of from the public. On the regular beat the constable is supposed to walk at the rate of 2½ miles an hour. There are so many beats in every sub-division. We will say there are 4 sections in the sub-division, and each section divided perhaps into 3 beats, and in some places into 4 beats, and the constable is sent to patrol one of them, or if there was a shortage of constables one man might be given more than one of them. He is supposed to go at the rate of 2½ miles an hour, and to see every part within his beat. Every man is timed on his beat. Each constable is supplied with a beat-book showing the time allowed for his beat either singly or combined. There are both scales in the book, the single scale and the combined scale, and it gives the time each man has to take in patrolling a single beat or a combined beat. The station sergeant, of course, inspects him if the Inspector is not taking up duty at the time, or is not present in the station. If he is there he is responsible for the parade. He inspects them to see that every man is properly dressed and clean, and has all his appointments with him, and that he has his memorandum book. Every man is now supplied with an official memorandum book, and he has to see that they have them, and see that their staffs and their appointments are all right, and then the sergeant marches them out to their beat. If there are two sergeants in a station, like College Street, one sergeant would take the third and fourth sections or the first and second, and would march the men for those sections to their beat, and see them posted. The sergeant does the same tour of duty as a constable, and he parades with them, and goes out with them, and sees every man off before he goes off himself; he enters the numbers of his men who are doing duty, and accounts for them to the station sergeant, and takes down their numbers as they come in off duty. The sergeant goes out with them, and then sees that every man is in, and then the sergeant is dismissed off duty, and goes home.

6229. Mr. HEADLAM.—Is there a fixed number of men assigned to each sergeant?—No, sir; it is according to the way the relief was. For instance, one day the sergeant would have the supervision of a big relief of 28 men, and another day he might only have to supervise about 12.

6230. The CHAIRMAN.—And in some of the other stations in the division he might not have more than 4 or 5?—Yes, in some small stations 4 and 5, and so on.

6231. Now you have put him on his beat, and you have told us that his attention is drawn to anything extra-ordinarily?—Yes, sir.

6232. And with the exception of the time that he comes in for refreshment he has to stay on that beat till he is relieved?—He has, sir, and the sergeant has to visit him. The sergeants are supplied with a beat card on which they enter the number of every man they take out on duty. They are bound to visit every man twice within their tour, and some of them, if they are in some convenient place, more often than that, and to enter on that card the number of the constable and the time he visits him. The Inspector then supervises all, and does an 8-hours' tour—that is, he has 2 months of day duty and 1 month of night duty.

6233. The Inspector does 8 hours consecutively?—Yes, he does, sir; he does from 6 in the morning till

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2 one day, and from 2 to 10 the next, and then on night duty the Inspector goes on at 10 every night for a month, and there is a percentage of nights that he will get off at 4 o'clock in the morning, that is if every place is quiet and normal.

The Committee adjourned for luncheon, and resumed at 2 p.m.

Superintendent JAMES DUNNE further examined.

6234. The CHAIRMAN.—Now we had partly entered upon the duty of Inspectors?—I would ask you to allow me to go back to the recruit for a moment. I said that the class of recruits we are getting were as good as formerly. What I meant was that they were as tall and as smart-looking as formerly, but they are not as robust men as they were some years ago. There are not so many among them capable of doing clerical work as what used to come.

6235. You mean to say that their order of intelligence or education is not as high?—It is not as high amongst some of them. Formerly we had some men of pretty good education coming in, say, men who had failed for the Civil Service, the Excise, and things like that, and latterly we have not had that class coming to us, but still they are smart-looking in appearance, but not nearly so robust or so powerful policemen as we used to have.

6236. Not so stout physically?—Not so stout physically. We have taken men of 10½ stone; of course, that is very low.

6237. Mr. HEADLAM.—You have not reduced your standard height or chest measurement?—We have never reduced it. The chest measurement is 36 inches, and 36 inches for a policeman is slight measurement enough.

6238. The CHAIRMAN.—They are examined by your own medical officer?—Yes.

6239. And the recruits must be normally within what ages?—Within the ages of 20 and 26.

6240. On the whole, Mr. Dunne, you are satisfied with the recruits?—Yes, sir.

6241. If they have a good constitution you will turn them into good men?—A lot of them do turn out very good men.

6242. Have you anything more to say about the Inspector?—Well, I did not touch the station sergeant at all, and that is the middle officer between the two. You have got the sergeants, the length of service that they get the rank at. Mr. Magill gave you that.

6243. Yes.—Well the station sergeants generally get that rank at 20 years' service or so. They are allotted to whatever station a vacancy occurs in for station sergeant. There are a certain number of stations which have only 2 station sergeants. Each has then to do 24 hours on and 24 hours off duty; and then there are some of the very busy stations which have three station sergeants where they do a tour of 8 hours each, 2 months of day duty and one month of night duty, and they are accountable for the supervision of the station, and for the receiving of all charges or the refusal of them if they are improper charges. They have to make an entry of the occurrences which are reported on the streets by the sergeants and constables in a book which is called the occurrence book. They have to keep all the books of the station, which, of course, are very numerous. There is a State book, the allocation or beat book, which shows every hour that a man is patrolling on for the whole year round during the day or night, and then there is the bail book, the prisoners' book, the habitual drunkards' book, the refused charges book (that has to be filled up too), the lost property book, and numerous other books such as general dealers, pedlars, street-cleaning bye-laws, military prisoners arrested, and all that sort of thing. In some stations they are very hard pressed, and there is very hard work in disturbed times, particularly like the last 6 or 7 months that we are after passing through, from August on to the end of January, and in some busy stations, such as Store Street and College Street, they were working at very high pressure all the time, and practically were never off duty. A man who was going off at 6 in the morning would get off

at 2, and would not go home, but would return and stay on till 11 o'clock at night, and the man who should come on at 2 would probably come on at 9 or 10 in the morning to assist the station sergeant there, and go home to his dinner, and come back and work till 11 o'clock at night. That does not occur very often except in very disturbed times. In the absence of the Inspector they parade all the police, and see them on and off duty, and see that every man is correctly dressed and attentive, and in a condition to do his duty properly, and in some places there are only 2 station sergeants. Now there are a couple of stations in the city—one of them is Newmarket and the other is Lad Lane, where there are only 2 station sergeants. Well, in Newmarket the majority of the prisoners are never brought in until after 11 o'clock at night, from that till 3 o'clock in the morning. Undesirable characters now live in common lodging-houses in the "A" Division about Meath Street and Ashe Street and all round that neighbourhood. They lodge there in those places, and when they come home from the Phoenix Park and other parts of the city to that neighbourhood they generally become disorderly, and quarrel and fight; and prisoners are brought in there till 3 or 4 o'clock in the morning, and the station sergeant there very seldom gets a few hours' rest. He is allowed by the regulations to have a few hours' rest, but it is seldom that he can get a rest there in that particular place.

6244. Newmarket is a 2-officer station?—A 2-officer station, and the same thing prevails at Lad Lane. Lad Lane has a slum area too all round York Street and Mercer Street, and a lot of prisoners are brought in there late at night; and, of course, they have to see out the relief at 6 in the morning, and the number of men coming off at 6, and that combined with the prisoners coming in at a late hour leaves them so that they practically get no rest.

6245. At the same time you do not suggest any way in which that could be amended?—I have been speaking to my 2 Commissioners on that subject, and, of course, they will speak to you on it.

6246. Now you have described the station house officer and his numerous duties. Now give us the Inspector?—Well, the Inspector does two months of day duty and one of night duty, 8 hours' tour, and also fills the beat card. He visits the sergeants and men of his division, and he has the whole division during that tour of duty, and he calls on the sergeants when he meets them for their cards, and he initials them, and sees that they have their men properly counted, and that they are doing their duty regularly, and he supervises, of course, all the sergeants to see that they are enforcing the licensing laws, and that they do not allow any irregularity. He sees that they are enforcing the licensing laws and the betting laws, and everything like that, and the Inspector has a very hard time of it, and he has lots of inquiries to make and complaints to receive from the public, and various other things that he has to inquire into and report on, and he has very often to make those reports when he is off duty in the evening, or when he should be off duty.

6247. Now how many station house officers have you in the "B" Division?—Five: three at College Street and two at Lad Lane, and a sergeant at Clarendon Street.

6248. How many hours is Clarendon Street open?—From 6 in the evening until 2 in the morning.

6249. Has the creation of a Central Depot made any difference in the retention of prisoners at station houses?—Oh, it has, sir.

6250. What difference?—All female prisoners except those charged with drunkenness are sent direct to the bridewell; they are not retained at the station at all: also all infirm male prisoners, children and respectable males.

6251. But they are brought to the station for the charge to be entered first?—Yes.

6252. How are they sent?—They are sent in cabs during the day time and night time, and, of course, if they are charged with drunkenness they are kept in the station till the van calls for them between 7 and 8 o'clock in the morning, and they are conveyed to the bridewell then.

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6253. Then as regards other prisoners, the van calls and takes them along just as usual?—Yes.

6254. It is only in the case of female prisoners who are not drunk that the new system has been adopted?—Yes, and the others I have just mentioned.

6255. After the charge is taken they are sent on to the central bridewell?—Yes.

6256. Now about the charge sheets. Of course, in the refused charge book the station sergeant enters nothing of the particulars of the charge which he refuses?—Yes.

6257. But a charge that is accepted he puts in the charge book?—He does; he puts it in the charge sheet first and enters the particulars then in the book with the name and address of the person charged and of the nature of the charge against him.

6258. The precise nature of the charge?—Yes, "drunk and disorderly," "larceny," etc.

6259. Then that charge sheet goes down to the Court?—Yes; and these are examined by the Inspector and by the Superintendent when he calls, before they go to Court, that is if they do call in the meantime. They are always examined by him, and he enters in the book that the charge sheets are correct.

6260. At any rate the charge sheet goes to the Court?—Yes, sir.

6261. That is the document on which the magistrate makes his ruling?—Yes.

6262. That is in fact instead of the Petty Sessions Order Book that prevails in the country?—It takes the place of that. Now I will tell you about the record of the Bridewell.

6263. Very well. How many Inspectors have you in the B Division?—Four; that includes a storekeeper.

6264. In the Lower Castle Yard?—Yes.

6265. And how many station house officers?—Five.

6266. In the absence of the Inspector does the station house officer ever do inspection?—He does.

6267. And in the absence of the station house officer who does it?—The sergeant does it; he does the station house duty, but he never takes the Inspector's duty.

6268. Now let us know about the Bridewell?—I can give you the number of station sergeants and sergeants in each division, and constables also, if you would like to have it. I don't think you got that to-day.

6269. Oh, yes, we have it?—When prisoners are brought to the Bridewell there are four Matrons kept there.

6270. Perhaps you would give us the number of Inspectors, station house officers, sergeants, and constables in each division?—Yes. Well, in the A Division (I will give you the Superintendent and all), one Superintendent, 5 Inspectors, 7 station sergeants, 20 sergeants, 162 constables: total, 195. Well, of the 5 Inspectors, one is a drill instructor and another is Inspector of the troop. There are only 3 patrol Inspectors for ordinary work in the streets.

6271. The A Division, of course, contains the Kevin Street Depot and Barracks?—Yes, and includes Chancery Lane Station. B Division, one Superintendent, 4 Inspectors, 5 station sergeants, 17 sergeants, and 188 constables: total, 215. I have already told you that one of these Inspectors is storekeeper at the Lower Castle Yard. C Division, one Superintendent, 3 Inspectors, 8 station sergeants, 22 sergeants, and 189 constables: total, 223. D Division, one Superintendent, 3 Inspectors, 9 station sergeants, 27 sergeants, and 180 constables: total, 220. Well, of the 9 station sergeants I may explain to you one is in charge of the Police Courts and of the collection of all warrants and fines; one is in charge of the Bridewell and prisoners there, and three are doing station house duty in the Bridewell: 2 at Mountjoy and 2 at Chapelizod, that accounts for the nine.

6272. Mr. HEADLAM.—Why are there so many more sergeants in that Division?—It is the way they are divided. There are 3 sergeants always employed at the Vice-Regal Lodge and 17 constables, and they do no other duty than that, and there are 6 constables at the Chief Secretary's Lodge who do nothing else, and 3 at the Under Secretary's Lodge who don't do any other duty except mind it, and there are 3 constables always minding the Gough statue in the Phoenix Park.

6273. When you say 3 constables you mean one?—That is one at a time, 3 for the 24 hours; 17 do 24 hours - at the Vice-Regal Lodge. E Division, one superintendent, 3 Inspectors, 6 station sergeants, 21 sergeants, and 111 constables; total, 142. Will you allow me to explain with respect to the D Division, the reason for so many station sergeants and sergeants is the number of stations and barracks. There is the Mountjoy, Bridewell Station, Chapelizod Station, Bessborough Barrack, Park Gate Barrack, Manor Street Barrack, and Green Street Barrack, and, of course, the amount of sergeants taken at all these places leaves a small percentage enough at each station. Three sergeants are always employed at the Four Courts and Police Courts. Then the F Division has one Superintendent, 3 Inspectors, 6 station sergeants, 21 sergeants, and 110 constables; total, 141. The G Division, one Superintendent, 4 Inspectors, 16 sergeants, and 23 constables and detective officers, total, 44. That is the full strength. Now the troop has one Inspector, 2 sergeants, and 28 constables, and the band, one sergeant and 35 constables, and the band, of course, is divided amongst the four Town Divisions and the E Division. Each of those divisions has a percentage of the bandsmen, and the members of the troop are, of course, already included in the strength of the A Division. They are all attached to the A Division and are numbered in that Division.

6274. Now will you come to the Superintendent and let us know now what his life is?—Very well, sir.

6275. Mr. HEADLAM.—Just give us the total of those figures?—Seven Superintendents, 25 Inspectors, 41 station sergeants, 145 sergeants (it is only 144 in the return because at the time this return was made out we were one short, but 145 is the proper number), and 963 constables.

6276. The CHAIRMAN.—That is the entire Force?—Yes, sir, at that particular date when it was made out. Well, a Superintendent takes up duty every morning at half-past nine o'clock in his office and he works there from that hour generally till half-past 11 and sometimes at least to 12 o'clock, and sends off his papers to headquarters at about half-past ten o'clock. Well, in Kingstown you have to leave earlier, you have to leave by the 25 minutes past ten train so as to be here at eleven. Then he has the work of the division, the divisional work sent in from the station after he gets away his papers, and he is engaged till about half-past 11, and then he patrols his division. He must do a patrol every day, and he does so, and he has to hold three inspections in each station every month, and so in a Division like the D Division that means 18 inspections in the month, and that division is very scattered, and the E Division also is very scattered as it takes in Terenure, Rathmines, Donnybrook, and Irishtown; and then if not already wanted for something he goes to get something to eat about 2 o'clock and generally patrols for an hour or so after that, but there is only one patrol that has to be recorded in his diary, one patrol must be entered in that diary every day. And then he goes and visits the stations, probably between 3 and 5, and sees that everything is going on right, and goes to his office then to receive letters from headquarters and all that sort of thing and send them to the different stations concerned and have enquiries and everything else made about them, and he goes out again in the evening for an evening patrol and again visits the station, and during the month that he is doing patrol he has to do from 1 to 3 in the nighttime, and he is out till 12 o'clock many nights.

6277. Now, as to his staff at headquarters?—He has a sergeant and a constable.

6278. A sergeant clerk?—And an assistant clerk.

6279. The Force is paid weekly?—Yes.

6280. And in that office all the clerical work connected with the pay of the Force in that district is carried on?—Yes; the estimates are sent to headquarters and received back, and the pay-sheets have to be written out and filled up, and the sub-pay-sheets for the stations also written out and distributed on Thursday morning and within that day.

6281. The pay is a weekly transaction?—It is a weekly transaction.

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6282. And, of course, you send in your estimates to Mr. Magill?—Yes.

6283. And the list is made out in accordance with that estimate?—Yes, and every Saturday morning he has to go to the clerk in charge at headquarters and see that the estimates are correct and that the men's proper pay is applied for. Some men might obtain an increase during the week, such as a constable in the Force over 5 years, and you would have to increase the pay, and that has to be watched.

6284. You have at the headquarters office a register of the Force?—Oh, yes, and there is one book there, a register with the name of every man who joined the Dublin Police since the 1st of July, 1837, and the same book includes something like eleven thousand and some hundreds of them. Every man's name is there still in the book, and it is not half full yet although there are over 11,000 names in it.

6285. That is the duty of the Superintendent?—Yes.

6286. Now as regards the charge, on all occasions when bodies of men are assembled for the purpose of preserving the peace or carrying out any particular duty, I presume that either the Inspector or Superintendent or both are in charge?—Oh, the Superintendent is always in charge at any important or any big event, any big demonstration, there is a Superintendent in charge.

6287. But I am speaking not of a great occasion, but even on an ordinary occasion when 15 or 20 men are assembled for any particular purpose the man in charge is an Inspector or Superintendent himself?—When there is only a force of 20, unless there is something very important or trouble is anticipated, the Inspector does that. For anything over 20 or 30 the Superintendent is supposed to be there himself.

6288. And if it is very important no matter what the number he is supposed to be there?—He is; he must be there; and he has to examine all summonses that are issued as well. They come into his office on Saturday morning for the week, and they average from 70 to 120 or so for the week, and he goes through them to see that they are properly entered and that the proper Acts of Parliament are quoted in them, and then if he thinks they are all proper he marks them "Sammon," and then on Monday morning sends these to the Register and after they are entered there they are sent on to the Police Court for the summonses to issue. I have made out the number of police for a day's work. I took the 9th March.

6289. What do you mean by "for a day's work"?—To show you the number of men that are occupied specially who are not on beats.

6290. Yes, we should like that. Would this include pointsmen?—Oh, it would show pointsmen as well. Now, I took this for the 9th of March. Now, in the four City Divisions the number available for ordinary work would be as follows—

6291. Mr. HEADLAM.—For beat duty?—For beat duty, 1 Superintendent, 3 Inspectors, 6 station sergeants, 16 sergeants, and 102 constables in the A Division. These were available for beat duty in that particular 24 hours. Well, in the B Division it would be 3 Inspectors, 5 station sergeants, 12 sergeants, and 93 constables; that would be the total, 114. That will show you the number that is taken off specially that is not available for beat duty. C Division, 3 Inspectors, 7 station sergeants, 18 sergeants, and 149 constables available for ordinary duty, making a total of 178. They won't tot up to 178 without including the Superintendent. Then the D Division, one Superintendent, 2 Inspectors, 8 station sergeants, 16 sergeants, and 98 constables, total 126. Now that makes available for work 4 Superintendents, 12 Inspectors, 26 station sergeants, 61 sergeants, and 442 constables for the city. This is for the whole 24 hours.

6292. Have you said generally how the balance were engaged?—On another duty. The D Division has 3 sergeants and 8 constables only. That is the Rural District of D, that is Bessborough and Chapelizod, on ordinary beat duty. E Division, one Superintendent, 2 Inspectors, 6 station sergeants, 16 sergeants, and 83 constables; total, 108. F Division, one Superintendent, 3 Inspectors, 6 station sergeants, 18 sergeants,

and 97 constables; total, 125. I shall give you the figures for the two totals—6 Superintendents, 17 Inspectors, 38 station sergeants, 98 sergeants, and 930 constables. Now on that day there were one sergeant and 20 constables sick on that particular date, the 9th of March, which would be a very small percentage. Leave, one Inspector, one station sergeant, 3 sergeants, and 15 constables. Mounted Branch and Band, one Inspector, 2 sergeants, 27 constables; total, 30. Clerks, 7 sergeants and 4 constables; total, 11. Telegraphists, 7 constables. Drilling Instructor, there is a sergeant at the Depot.

6293. Where are the telegraphists stationed?—In the Castle.

6294. All of them?—All of them. That is the general telegraph office and telephone office. In fact, we will soon have no telegraphs at all. We are getting new telephones. The telephone is now in full use in the B and D Divisions and there are no telegraph instruments at all, and the engineers are at present fitting them up in all the other stations. Jailers, 38. These are the men at all the stations in charge of prisoners. Mess men, 8. These are the men who do not do any ordinary duty in the big barraeks where there are a great number of men and buy the Mess requisites and supply them and carve the meat and everything like that. Police Store, there is an Inspector and there is a sergeant at headquarters. Orderlies, 2. Divisional staff sergeants, 6.

6295. They are the men who look after the Divisional Stores?—Yes, sir, and the sick.

6296. And they record everything connected with those who are ill?—Yes, and visit the sick every day, constables who are sick. They have to visit them every day.

6297. The divisional officers are generally responsible for the property?—Oh, certainly; every station officer is responsible for the property of the station during his tour of duty. A list of all public property is kept in each station, and the station sergeant on his tour of duty there is responsible for that property during his tour.

6298. I am asking about the staff sergeant. What exactly now does he do?—He has to see all the men in the Division fitted with uniform; he has to fill up the requisitions for all uniforms required for the men in the service, which is considerable; he has to supply them with store articles. He applies through his Superintendent for those articles and receives them at the store and sees that they deliver them, and signs for them and everything else. It is the Superintendent finally who signs for them and is accountable for them although the staff sergeant receives them.

6299. The staff sergeant is the man who when these things are required reports it?—Yes. There are five men employed as shipping inspectors at the North Wall. They are employed by the Department of Agriculture.

6300. Mr. HEADLAM.—Are they sergeants or constables?—Five constables. I don't think they are paid for that.

6301. They do not do any police duty?—No, sir; they do not do any police duty. Then at the Museum there are one sergeant and 9 constables; at the Police Court, one station sergeant, 3 sergeants, and 17 constables, total 21. At the Botanic Gardens there is always one constable. He has no other duty. He has no other public duty at all except in the Gardens. Then on protection duty there are 3 sergeants and 47 constables.

6302. The CHAIRMAN.—Is the man in the Botanic Gardens there night and day?—Only during the time the Gardens are open.

6303. How long are they open?—From 10 in the morning till 7 or 8 in the evening in the summer time. In the winter time he has a shorter day.

6304. It only costs you one man a day?—Oh, that is all, one man. Then on protection duty there are 3 sergeants and 47 constables. That includes 3 sergeants and 17 constables at the Vice-Regal Lodge; 6 constables at the Chief Secretary's Lodge, and 3 at the Under Secretary's Lodge, and 3 at the Gough statue.

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6305. Mr. HEADLAM.—Are there any persons under police protection now?—No, sir, there is no private person under police protection that I know of at present.

6306. The CHAIRMAN.—Is that the whole of them?—Oh, no. At the General Post Office, 2; at the Royal Hospital, 3. Then for general dealers (that is under the new Act) 3 policemen are always now engaged in enforcing the provisions of that Act.

6307. Mr. HEADLAM.—Is that plain clothes work?—Oh, yes; plain clothes work. Then on traffic duty there are 44 men employed at traffic points regularly now. Then there is the enforcing of the Street Trading Bye-Laws of the Corporation, that is street trading by children. There are two constables always at that. Then at the Four Courts and Sessions there are 2 sergeants and 10 constables; at the Castle 17 constables, and at the Custom House one. There are 3 constables in that too, but they are employed minding a person waiting to be charged for attempting suicide in the hospital, 3 men engaged on that particular day. There were 4 Inspectors, 3 station sergeants, 30 sergeants, and 340 constables employed specially that day doing no regular beat duty at all.

6308. The CHAIRMAN.—That includes sick and leave and specially employed, not doing any beat duty, and including pointsmen?—That includes traffic pointsmen but they are not beat men, of course.

6309. Mr. HEADLAM.—Anyone employed on dog duty?—No, sir, they have none of that at all now.

6310. They had that in 1882?—Oh, yes, but it was discontinued, and the ordinary beat man does it, and during the month of February and the month of March, when people are turning out dogs that they don't intend licensing, the policemen in each beat employ a boy to assist them taking dogs to the home. I know from my own division alone for this year, since the 1st of January, the account for taking dogs to the home will be over £6 at 6d. a dog, for seizing them and taking them to the home.

6311. You do not have a special man detailed for that duty as you used to have?—Oh, no.

6312. Have you got anyone employed at the Board of Works?—No, sir. Of course, these are all Board of Works buildings. The Castle is the property of the Board of Works, and the Vice-Regal Lodge is a Board of Works building, and the Chief Secretary's Lodge. All those places are under the charge of the Board of Works, and the Museum, of course, too, is more or less under the charge of the Board of Works. Now about the services, what we are asked to do—

6313. The CHAIRMAN.—Yes, let us have that?—Well, there are two classes of servants employed by the service. One set are known as public servants, who are paid for out of the public funds like the way policemen are paid out of the regular funds. An estimate for them is sent in every week by each Superintendent. In some divisions now it is very high. In the D Division it is over £15 a week for public servants. That includes 4 Matrons at 15/- a week each and 2 yardmen at the Bridewell.

6314. What division is that in?—D.

6315. That includes the Bridewell?—Yes. In the B Division the weekly pay for public servants is £4 14s. 6d., that includes insurance. There is 1/11 of that insurance paid by the Chief Commissioner, and they pay 6d. themselves.

6316. Who?—The servants. The public servants pay 6d. between them themselves.

6317. What do those servants do?—They clean nothing only the public offices—the Chief Commissioner's office, the Police Courts, the Superintendent's office, the stations and cells and everything like that. They do nothing at all for the men.

6318. Then the other class of servants?—Those are barrack servants, that is our name for them. Every single constable living in barracks pays from 11d. to 1/3 a week for servants, including a messenger. There is 2d. or 3d. a week given for the messenger. All their pay is collected at the pay table from the men, deducted from their wages, and it amounts in my division to £8 10s. a week roughly, the pay of the servants.

6319. What do those servants do?—They act as cook and housemaid and attend to the constables mess room, and scour the barracks generally.

6320. That is those portions of it peculiarly occupied by the men?—Every inch of it that is occupied by the men.

6321. Then the public contribute nothing to that?—Nothing whatever, sir.

6322. And that comes to from 11d. to 1/3?—Yes, 11d. in the case of young men whose pay is very small. There is not so much stopped from them as there is from senior men.

6323. Then the recruits at the Depot do the cleaning part for themselves?—Well, I won't be confident about that. I think they have to give a little towards the cook, but they do clean up part for themselves.

6324. What does the messenger do?—He goes out to buy groceries for the men, and he assists at the table.

6325. And obey orders?—Yes, and obeys orders, and to buy groceries and buy tea and butter. The constables are only in mess for dinner, and they supply other things themselves, and the messenger is there to attend.

6326. Mr. HEADLAM.—It is entirely a private arrangement among the men themselves how much is stopped?—Oh, yes.

6327. As a matter of fact it is stopped by the official paymaster, by the sergeant who pays the wages?—Yes, and I hand that over to the staff sergeant, and he puts it in a book for that purpose, and gets the signatures for it, and brings the book back to me to see that everyone has signed and has received their money, and I sign that book every week, and see that everything is correct.

6328. And you pay the insurance of these women?—Yes; the men themselves have to pay the insurance of their own servants. It amounts in the "B" Division to from 4/1 to 4/5 a week; that is in one division. They (the public) pay 1/11 towards the public servant—1/11 a week. And it varies. A juvenile might be brought in who would not have to be paid for being under 16; so it varies occasionally.

6329. The CHAIRMAN.—Have they derived any advantage from the insurance?—Yes; some of them met with illness, and got paid, and, of course, in every division there are one or two cases where they get a little, and I think some of them have had maternity grants as well—I mean the married women; we have a good many married women. I have not come to the Superintendents' claim yet.

6330. Then will you put forward whatever you have to say about the Superintendents?—I have been asked to represent the case of the Superintendents to the Committee, with the view of trying to impress you to deal out something towards them. The first point is that they humbly ask the minimum to be increased from £250 to £280 per annum, and the maximum from £320 to £350, and that the allowance of £10 per annum for clothing be increased to £15.

6331. Mr. HEADLAM.—Why do you use an annual increment of £14?—Well, they have it made up every five years: the maximum is reached in five years.

6332. The CHAIRMAN.—It is now reached by increments of £10?—Yes; and that each Superintendent not occupying an official residence be granted a lodging allowance of £20, and that the system of calculating pension on the average annual pay during the preceding three years may be abolished or materially altered. The following are the grounds on which we base our claims.

6333. Can you just develop that last point about altering the system of calculating pension?—They think that a man's pension should be calculated on the pay that he is receiving on the date of his retirement, and not upon the average of his pay for the three years preceding. For instance, a Superintendent is paid an increment of £10 each year for three years.

6334. Supposing you put another case, the case of an Inspector being promoted to the rank of Superintendent, or a station house officer to the position of Inspector, and that he would be only a year in the higher rank, you do not ask that he should be paid on that rate of pay in the higher rank, do you?—Well,

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what I have been asked to bring before you is this—that supposing a man was seven years a Superintendent under the present system, and that he had attained the maximum pay, he should be paid at the end of that seven years on the full pay, and not to have him serve three years in order to obtain the maximum pay.

6335. That would be if he arrived at the highest increment payable to a Superintendent?—Yes, sir.

6336. That he should not be obliged to serve three years at that higher increment before he would be pensioned on it?—Yes, sir.

6337. Is that what you mean?—That is it, sir.

6338. Of course, that is one case that we have had presented, and it applies to every rank?—Yes, and it applies more so to other ranks.

6339. But you do not mean that, for instance, if a constable be promoted to the rank of sergeant he should get a pension upon the pay of a sergeant if he had only occupied that rank one year?—Well, sir, this thing scarcely applies to the sergeant, because a sergeant rarely gets his promotion under 14 years' service, or sometimes over it, the seven years then only leaves him 21 years' service, and in any case he would be 10 or 12 years, or probably more than that 13, before he would be entitled to a pension, that is at present five years' service.

6340. I know that it does not occur very often. I am only giving it as a sample of circumstances under which this thing might bear hardly upon a man who is retiring, but you, I think, represent that where a man is in a rank where there are various increments, then if he gets to the higher increment, and that his period of service then entitles him to retire, his pension should be on that increment, and not upon the average of the preceding three years. That is what you mean?—Yes, sir, that is what I mean.

6341. Within the rank?—Within the rank. I am speaking only for the Superintendents. I think you will have people before you who will speak for other ranks.

6342. Mr. STARKIE.—It only applied in one way to a Superintendent?—Only applies in one way.

6343. The CHAIRMAN.—Now go on?—Our grounds for looking for the increase are that the cost of living has increased, and the standard of living has gone up, and that there is an increase in the duty performed by Superintendents consequent on the numerous Acts of Parliament passed during recent years, and the frequently recurring disorder arising from labour troubles and other causes. Now for six months, sir (of course, the men are getting some compensation for that, and the Superintendents also), for six months the Superintendent has been from 9 or 9.30 in the morning to 12 or half-past 12 at night on duty during all those troubles. Take my own case. I used to be telephoning or telegraphing in the morning at 8 o'clock arranging for escorts, and I would be in charge of a party of police in College Street or at O'Connell Bridge from 8 o'clock to 12 or half-past 12 that night for the first two months of the strike, and after the first two months then the really bad time had passed, the Superintendent used to go home between half-past 11 and 12. The other Superintendents would be out from half-past 9 in the morning till 12 o'clock at night. Of course, we are getting a very good recognition for that, and I am not complaining about it, but I am just letting you know what amount of duty a Superintendent has to do during those disturbed times.

6344. Mr. HEADLAM.—Tell us about those Acts of Parliament. The Street Trading Act and the General Dealers Act and the Children's Act. Have you anything under that?—Oh, yes, we have a lot of work.

6345. Do you act as Inspectors under that Act?—No; we have no Inspectors, but we have constables always enforcing it. I have two constables enforcing that regularly.

6346. When they are doing that work, are they exempted from ordinary police duty?—Yes, but it leaves less uniformed supervision of the street. I think I have one constable employed in that regularly, and he does have in each three months an average of nearly 200 cases under that Act alone, parents allowing their children to beg, and children themselves out begging; it amounts to almost 200 in every three months.

6347. Do you ever have any duty under the Food and Drugs Act?—No; we have no duty under that at all, but in the rural district we have a station sergeant who does some duty under the Weights and Measures Act, but that is only in the rural parts; that only applies to a few small areas, one in the "D" Division, one in the "E," and one in the "F" Division.

6348. The CHAIRMAN.—All those duties in the city are done by employees of the Corporation?—By their own officers. It is only in places like Kill-of-the-Grange or other outlying places that we do it.

6349. Mr. HEADLAM.—Have you anything to do with the Census?—Oh, yes, the police have to take the Census.

6350. Like the R.I.C.?—Yes, the very same, and the agricultural statistics. We have to collect those, and we have a number of men, three or four in each division, for the whole month of June employed in collecting the agricultural statistics.

6351. In the city?—Yes; they have to go round the houses, and look at the fowl where fowl are kept, and everything like that.

6352. The CHAIRMAN.—And the Horse Registration for the army?—Yes, the Horse Registration, and billeting requirements, vans and motor lorries, and all sorts of vehicles like that, registration of vehicles as well as of horses. We say, sir, that the cost of clothing has largely increased, and the present allowance of £10 is altogether inadequate.

6353. Mr. HEADLAM.—What does the £10 supply you with?—Uniform. We are not supplied with uniform; we have to provide our own uniform, and Inspectors and Superintendents are allowed £10 a year to procure that uniform.

6354. How many uniforms have you to keep up together?—Now this is the undress uniform, and then we have a full dress uniform with helmet and silver lace tunics, and silver lace trousers and sword and belt; and the outfit for an Inspector is something about £32 or £33, and that only gives him one pair of trousers, one pair of patrol trousers. He would have to get another pair within 12 months. Prior to the year 1883, Superintendents were allowed £40 a year lodging allowance, and it was taken off them in 1883, and there was also an allowance for a horse and car of £90 a year, and a man, and, of course, they were all taken off by the 1883 Inquiry. Their pay was, of course, increased then, but still, taking it on the whole, sir, they are, I should suppose, paid £60 a year or £65 less than they had before that.

6355. The CHAIRMAN.—Of course, they had not to keep a horse and car?—They had not, but putting all together it is £60 less. Now you have questioned me on that system of calculating pensions.

6356. Yes?—We say the Superintendents of the Dublin Metropolitan Police never received any increase since 1883, and at that time our pay was regulated on the scale of the London Police, not as much, of course, but something on the same scale; our maximum was something like their minimum, do you understand. We were dealt with as the two Chief Superintendents of the Liverpool Force. The Superintendents' pay in Dublin was calculated on the pay of the two Chief Superintendents of the Liverpool police; we were put on the same footing. Now as regards the cost of living, everything we believe has gone up at least 20 per cent. during that period.

6357. How about the comparison with the Chief Superintendents of the Liverpool police—they have been abolished, have they not?—No, sir; there are three Chief Superintendents of the Liverpool police now, but they are for three different departments. One is Chief Superintendent of the police proper, one has charge of the Fire Brigade, and the third Chief Superintendent does like Mr. Magill; he is in charge of the Finance Department.

6358. Mr. HEADLAM.—Are you aware a suggestion was made by the Committee of 1883 with regard to a decrease in the number of Superintendents?—Yes, sir.

6359. Do you know why that was not acted on?—I do not, sir. I do not know what was the cause of its not being acted on, but I think that they thought that the supervision would be better, and they made the pay smaller. Now since the formation of the

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Force there were only 60 Superintendents made since 1837, and four of those joined as Superintendents; and I think 274 Inspectors were made since the formation, and I think 16 of those joined as Inspectors in 1837. From the report furnished by the Committee appointed to inquire into the alleged grievances of the Dublin Metropolitan Police in 1883, it is apparent that the rates of pay then recommended by the Committee for Inspectors, sergeants and constables of the Dublin Metropolitan Police were based on the rates paid to men holding similar ranks in the London Metropolitan Police. There seems to be no reason why the pay of the Superintendents of the D.M.P. should not be based on the rates of pay of the London Metropolitan Police, as their duties are analogous, due regard being paid to the fact that they have a larger area and a greater number of men to supervise in London, but the number of Inspectors which each Superintendent has in his division to render assistance should also be taken into account. The number of men under the charge of a Superintendent in London varies from 500 to 1,200, but they have from 18 to 28 Inspectors in each division to assist in enforcing discipline, etc., and in addition he has a Chief Inspector to assist in the clerical work of his office. In the report referred to a reference was made to the Liverpool police, and a comparison made between the Superintendents of the Dublin Metropolitan Police and the officers of that Force. Liverpool at that time was practically divided into two divisions—that is, there were but two Chief Superintendents who corresponded with the Superintendents of the Dublin Metropolitan Police, the city being divided between them for general supervision. The salaries of the two Chief Superintendents referred to being £500 and £375 respectively, and all members of that Force under the rank of Chief Superintendent who were in receipt of £180 and upwards per annum, were classified as Superintendents. A suggestion was made by the Committee regarding a decrease in the number of Superintendents, and an increase in their pay, which was not acted upon, and another suggestion made by the Committee that if the number of Superintendents were not reduced the pay should be fixed at a minimum of £250 and a maximum of £320; this suggestion was acted upon, but it is not clearly stated on what basis it was fixed. The Liverpool police seem to have been re-organised since then, but the rank of Chief Superintendent is still extant. There appear to be in that Force at present nine Superintendents, who receive as pay on appointment the sum of £250 annually, rising by yearly increments of £10 to £320. These posts were not in existence in 1883, and their duties may not be analogous to those performed by Superintendents in Dublin. In 1883 the salary of a Superintendent in the London Metropolitan Police was £300 minimum, maximum £400. In 1901 their pay was increased by £20 annually, and since that date their pay has again been increased. Their present pay is £340 per annum on appointment, rising by annual increments of £20 to £450. Taking this Force as a basis, if a corresponding increase were granted to the Superintendents of the Dublin Metropolitan Police, their minimum salary would be increased by 13½ per cent., which would increase the minimum salary to £283 6s. 8d. The maximum would be increased by 12½ per cent., increasing same to £360. From extracts taken from a Report of an Inquiry by the Board of Trade, dated July, 1913, into the cost of living of the working classes in the United Kingdom in 1912, it seems that rents and retail prices combined are 7 per cent. less in Dublin than in London, and that Liverpool is 4 per cent. less than Dublin. According to the statistical records of 1912, it appears that the total number of persons arrested during the year by the London Metropolitan Police was 128,604, and that the number of summonses issued on the application of the police during same period was 27,974. According to the statistical records of 1912, it appears that the total number of persons arrested during the year by the Dublin Metropolitan Police was 13,338, and the number of summonses issued on the application of the Police was 21,614. In London the number of police available for ordinary duty was 18,698, and in Dublin the number available for similar duty was about 1,000. The foregoing figures show the average number of arrests per man in the London Metropolitan Police to be 6 point

8; the average number of summonses per man, 1 point 5; while in Dublin the average arrests per man is 13 point 4, and the average number of summonses per man is 21 point 6.

6360. The CHAIRMAN.—Now is there any other matter which you have to put before us about your own case?—No, sir, there is nothing else that I know of; I think I have put before you anything that I was asked to put forward.

6361. Mr. HEADLAM.—How are the Superintendents' districts divided, can you tell us—has it grown up, or are they divided on any principle?—They are divided by area like.

6362. Is it the same acreage?—Oh, no.

6363. Then what exactly is the principle—is it population?—Not exactly population.

6364. The CHAIRMAN.—The four city divisions are "A," "B," "C," and "D" more or less?—Yes.

6365. "C" and "D" are partly city?—Yes; I can give you the areas. I can give you roughly the boundaries of the two, in fact I can give you the boundaries of all the divisions. The "A" Division commences and goes from Fishamble Street to Portobello Bridge.

6366. What I want you to explain to Mr. Headlam is this—that the four city divisions are more urban than rural, and the other two divisions, "E" and "F," are as much rural as urban?—Yes, sir.

6367. The four city divisions meet in the centre of the city?—They comprise all the city proper.

6368. And certain rural portions?—Small rural portions. The only rural portion at all in the "C" and "D" Divisions is the small portion of the added area in the "C" Division not within the city, that is down beyond Clontarf and Donnyrne, and also there is in the "D" Division the Phoenix Park, and on to Castleknock. That is all that is outside, and the remainder is in the city.

6369. Mr. HEADLAM.—Have the boundaries of the four city divisions been altered recently?—They were not altered since 1875.

6370. And the acreage has remained unchanged since 1875, but has the population varied very much in them?—Oh, yes, the population has increased. Now in the "A" Division the acreage per man for all ranks is 9 acres, and for constables 11 acres. In the "B" Division there are only 3½ acres per man for all ranks, and 4 constables. In the "C" Division, 13 acres per man for all, and 16 for constables. In the "D" Division 23 acres per man for all, and 28 for constables. In the "E" Division 50 acres per man for all, and 64 for constables. In the "F" Division 37 acres per man for all, and 47 acres per man for constables.

6371. The CHAIRMAN.—The four city divisions are mainly city?—Yes.

6372. And slightly rural?—Yes.

6373. Excepting "D," which includes the Phoenix Park?—Yes.

6374. And that does not come under our consideration?—Yes.

6375. And then the "E" and "F" Divisions are townships really?—Yes, the greater part townships. The "E" Division takes in Rathmines and Pembroke township: the whole of these two townships out to Merriem Gates and thence out towards Booterstown.

6376. Mr. HEADLAM.—I wanted to compare the acreage and population of the districts consisting of townships with those of other cities of which we have particulars?—Well, I am not able to give you that information now, sir, but I will be able to get it for you.

6377. It is rather a point that was made in the Committee of 1883, the amount of acreage that you have put under a Superintendent. You have got the total acreage, of course, of the districts?—Well, of course, the "B" Division area is about two square miles. The "A" Division would be about three and a half square miles. The "B" Division is smaller than the "A," but it takes in the very thickly-populated and respectable parts of the city such as Stephen's Green, Merriem Square, Fitzwilliam Square, the residential parts of the city, and the business part, Dame Street and Grafton Street.

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6378. In connection with this question of recruiting, do you take ex-soldiers at all into the Dublin Metropolitan Police?—Yes, if their character is good.

6379. Do you want first-class character?—Oh, yes.

6380. And first-class certificate of education, or something of that sort?—Well, nearly all the soldiers are chiefly from the Irish Guards.

6381. Of course, they are not up to your standard, though?—There are not many of them that come up to the standard of height. Many of the Irish Guards do. When an ex-soldier applies to join the Dublin police, the first thing done is that the Chief Commissioner gets the secretary to write to the military authorities for the character of these men, and we have often found that the character that they get is that the man might be up for drink, but nothing more than that, and if, when all their characters came back, it was found that they had been retired for anything in connection with drink, they would not be accepted at all. Their characters must be really very good, and they must bear the strictest investigation; and then if they are recruited at all, they are recruited in the ordinary way. I should say I have 10 or 12 army service men.

6382. You seem to have taken very much fewer in recent years?—Well, they were some years ago not found to go on very well, and they were used to a different class of work and discipline, and did not take to the police work. We have had a good many from the army in the band, and in that case the Chief Commissioner does not adhere to standard, and he would take them at 5 feet 9½ inches or 5 feet 9 inches if they were good musicians.

6383. Can you tell us anything about the life of men in barracks, or should we ask any other witness about that?—Well, of course, I supervise the collection of the men's money and the payment of the men's bills.

6384. It cost the men 6/4 in 1872 in Dublin to mess in barracks. What is the average cost now?—Well, it is a very similar cost, 6/- or 6/6. At that time there was dinner on Friday. Now there is no dinner, and each man provides his own dinner on Friday. The majority of the constables are Roman Catholics, and they provide their own dinner for Friday.

6385. Six days in the week they provide dinner?—Six dinners in the week.

6386. The CHAIRMAN.—Does that computation for messing include payment of the servants?—No, sir, that is only the mess alone.

6387. Each man pays 1/- for his dinner?—Over that. He pays 1/- for his dinner, and has to pay for the servants after that.

6388. That 6/- a week is 1/- for his dinner, because he supplies breakfast and supper and everything else at his own expense?—Yes.

6389. Mr. HEADLAM.—And he can get a very good dinner for that?—He does, sir; the men are very well catered for.

6390. And do they get their food by contract at all, or do they get wholesale rate for food?—No, sir; they deal in the shop, but they have sometimes a fixed scale for fresh meat. They have raised it recently ½d. or 1d. a pound. Within the last two months it has been

raised by almost all the butchers of the city either ½d. a pound or 1d. a pound; in some of the barracks ½d. and in others 1d.

6391. Have they got a day room in the barracks?—Yes.

6392. Where they can play games, and so on?—Yes; in some cases they have what is called a recreation room, and in places they have small tables where they can play games, and everything of that sort, and they get in all the periodicals, and they have to pay so much a week for that.

6393. For the papers?—For the papers; and they have to pay so much for the cleaning of the recreation room. In the "B" Division they pay 4d. a week for a library and recreation room, and they have a little reception room, and the 4d. a week goes to the upkeep of that, and there is a constable in charge of that, and he pays so much a month for the washing out of that room out of a fund.

6394. Are there lars in the barracks?—Yes, in almost all the barracks there are, and only beer is sold, porter or ale.

6395. And baths?—Oh, yes, there is a hot-water bath.

6396. Hot water?—Well, in most barracks they have to light a fire to heat the bath, but in the modern barracks got up in recent years the baths are heated from the kitchen, and the men can have a hot-water bath at any time, but in the old style barracks still they have to heat the baths.

6397. Mr. STARKIE.—What about the sleeping accommodation?—There are very large dormitories in the old barracks that contain 18 or 20 beds in each room. There are no cubicles in the old barracks. There is a very good bedding supply, iron bedsteads, woven wire palliasses and mattress over that, and hair pillows, and very good blankets and rug, and they are very well looked after as far as bedding is concerned.

6398. Mr. HEADLAM.—They have cubicles in the modern barracks?—Yes, in the modern barracks, in Fitzgibbon Street Barracks, the most modern of them all, and in the case of the barracks in Great Brunswick Street there will be cubicles also.

6399. Do the D.M.P. require to do any Fire Brigade work?—No, sir. The Fire Brigade in Dublin is purely a Corporation establishment, paid for and maintained by the Corporation.

6400. Is it a good thing, from your point of view, that the police should be employed in Government departments in looking after places like the Museum?—Well, of course, I would prefer that you would ask the Chief Commissioner about that sort of thing, for, of course, it leaves the number of men available for the public somewhat less. The extent of the Force has not been increased almost since the formation, although the population has gone up and the calls for ordinary police work have greatly increased, and still the strength of the service remains the same.

6401. The CHAIRMAN.—Thank you, Mr. Dunne: you have given us a great deal of information, and have done it very well.

Inspector DANIEL BARRETT examined.

6402. The CHAIRMAN.—You are an Inspector of the Dublin Metropolitan Police?—Yes.

6403. How long have you been an Inspector, Mr. Barrett?—About 8 months.

6404. And what service have you in the Force?—About 24 years and 8 months.

6405. You have been asked by certain members of the Force—the Inspectors—to come here and represent to us their ideas as regards their position with reference to pay, etc.?—Yes, sir.

6406. Well, will you just place your views before us in the order which you think best?—Well, sir, the Inspectors of the uniformed branch of the Dublin Metropolitan Police respectfully request that they be granted pay on the following scale, viz.:—£140 per annum on appointment, rising by annual increments of £8 to a maximum of £180, with allowances as at present. In support of this request for an increase of pay, it is respectfully pointed out that the present

scale of pay was fixed by statute in the year 1883 since when there has been no revision, and it is herein-after shown that an increase as regards pay and pension has become necessary with the lapse of time. It is proposed that (1) the maximum pay be attained after a service of 5 years in the rank instead of 7, as at present; (2) the pension be calculated on the actual pay on retirement instead of, as at present, on the average annual pay for the last three years of service subject to the following condition, viz.:—"But where a constable has, in the course of the three years next before the date of his retirement, been in more than one rank, his annual pay at the date of retirement shall be deemed to be the average annual amount of pay received by him for the said three years, instead of the annual amount actually received by him on that date." (3) That this method of calculating pension shall apply to all men now serving. In support of the foregoing claims it is submitted that the standard of

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Inspector. DANIEL BARRETT examined.

[Continued.]

living among the middle and lower classes has been raised considerably since the year 1883, and the Board of Trade Returns show that there has been an approximate increase of 25 per cent. in the cost of living for the past 20 years. It is further pointed out that the initial salary of an Inspector prior to 1883 was £137. The initial salary at the present time is £120, and the duties for which that sum is granted are more exacting owing to the additional work which the legislation of the past 30 years has entailed. The Act of 1883 deals very drastically with Inspectors as regards their duties, pay and pensions by extending the area of supervision, reducing the pay, and introducing the proviso regarding the pay upon which the pension was to be calculated. The result of the proviso referred to is that men who are promoted to the rank of Inspector, which seldom occurs under 28 years' service, are obliged to serve up to 40 years before being entitled to the maximum pension of the rank. An effort was made in 1901 to have the ill effects of the 1883 Act remedied, and the Committee of Inquiry of that year recommended a lodging allowance of £10, which was granted. This was a slight relief to an Inspector while serving, but was of no use as regards pension. That is why an increase of pay is particularly requested on this occasion, as the diminution in an Inspector's income, consequent upon retirement, leaves him in his old age in comparatively straitened circumstances. The Inspector, on the date of his promotion, is a very poor man, he having been promoted from a very poorly-paid rank, and in order to enable him to meet the increased expenses of his new rank, it is urgently and respectfully requested that the increase sought be granted. This is a matter of very great concern to the Inspectors who hold that after a long period of faithful service their declining years should be free from pecuniary embarrassment. It is suggested that the salary of an Inspector should be increased by annual increments of £8, and that the maximum (£180) should be reached in five years. The Inspector occupies a position of trust and responsibility, with many varied and arduous duties, which call for the exercise of mental qualities of a high order, and it is respectfully submitted that a maximum salary of £180 a year is by no means an excessive remuneration for the public duties he performs. In addition to what I have already said on behalf of the Inspectors of the Dublin Metropolitan Police, who selected me as their representative at this Inquiry, I beg to bring the following points to your notice in addition to what has been already stated in support of their claims for better considerations of service:—Compare the London and Dublin Inspectors: both are serving directly under the Imperial Government; their duties are in or about the same: their tours of duty are of equal length, yet their rates of pay are very widely different. In 1883 the pay of the Dublin Inspector was reduced so as to put him on a par with the London one. The latter has been granted three increases in pay, amounting in the aggregate to £44 4s. per annum in his initial salary since that year, but the pay of the Dublin Inspector has all that time stood unchanged. This, in the case of London, is an increase of roughly 38 per cent. The Dublin Inspectors, after a lapse of 31 years without a revision of salary, merely request that their initial annual pay be increased from £120 to £140 or 16½ per cent., that the maximum be raised from £160 to £180 or by 12½ per cent., and that the yearly increment be £8 instead of £6. The Government returns show that the cost of living is 7 per cent. higher in London than in Dublin: but even so, if the Dublin Inspector were granted a relative increase with the London man, his pay would range from £150 to £170 by four annual increments. Looking over the scales of pay of the London Metropolitan Police Inspector from 1883 to 1914—four in all—one is struck by the fact that the increase was granted much more generously to the junior officer than to the senior one. The first increase given to the London Inspector was one of £28 12s., which brought the minimum annual salary up to £145 12s. as long ago as 1900. This has since been increased to £161 4s. Whatever reasons operated in the minds of those who lessened the disparity in the extremes of pay in the case of the London Inspector by levelling up the lower rate, there is a further reason why the rule should

apply to Dublin, and it is this—before a man is promoted Inspector in Dublin, he has, in the majority of cases, over 25 years' service, that is, he has reached a pensionable service and a time of life when, as a police officer, he should be as efficient as ever he would be. His public service at that stage as an Inspector should be deemed as valuable as it is in each succeeding year while in the rank. The junior and senior Inspectors have like duties and responsibilities. The average annual pay of the 21 Inspectors of the uniformed branch of the Dublin Force is at present £135, and the majority of them are struggling under great difficulties to live in respectability and to maintain the dignity of the rank. Again, in London there are 105 sub-divisional Inspectors with salaries of from £201 10s. to £214 10s. per annum in two years, as well as 32 Chief Inspectors with salaries ranging from £239 4s. to £280 16s. a year in four yearly increments. All these are in the uniformed branch. These positions of emolument, as well as those of Superintendent, are a boon to the London Inspector, and the only good post open to an Inspector in Dublin is that of Superintendent; but when it be remembered that in the 25 years to date only 17 men were promoted to the rank of Superintendent, the average Inspector might, in all reason, look upon that position as one of "some fleeting good that mocks me with the view." I now turn to the cost of living. The increased cost of living applies to Dublin as well as to London, and an advance in the pay of Inspector is as necessary in one instance as in the other. The attached printed cutting, in which a table prepared by Mr. G. S. Barnes, C.B., of the Labour Department of the Board of Trade, shows the fluctuations in the value of a sovereign during the 18 years ended 1912, measured by its capacity to purchase articles of food. I shall read it:—

Year.	s. d.	Year.	s. d.
1895	20 0	1904	18 0
1896	20 0	1905	17 11
1897	19 3	1906	18 0
1898	18 6	1907	17 7
1899	19 4	1908	17 2
1900	18 5	1909	17 3
1901	18 4	1910	16 11
1902	18 3	1911	17 0
1903	17 11	1912	16 3

This shows or indicates a decrease of 18½ per cent. in the value of money, which must mean a rise of a like percentage in the cost of living within the period under review, which ends with the year 1912. Probably the depreciation continues, as undoubtedly the cost of living continues to increase. Now let me turn to another phase of this pleading. Dublin, being the capital of Ireland, is the scene of many meetings and public demonstrations. Political feeling runs as high here as in London or elsewhere, and the exercise of tact, intelligence and discretion by the Inspector in charge of the police in Dublin on such occasions very often prevents a collision between rival parties. Again, the coping with crime in Dublin calls for the same qualities in an Inspector as are requisite in London, and the comparative immunity from serious crime in Dublin is a proof of the efficiency of the police. The Inspectors give the public very good service, devoting their whole time and attention to their duties: each one of them supervises, on an average, day and night; when on ordinary duty 50 subordinates, including station sergeants, sergeants and constables; and he and they together are responsible for the safety of the lives and property of 69,330 of the population. In stating their case they have studiously avoided exaggerating their grievances or looking for anything unreasonable: and now, relying on the sense of justice of the Commission, they would not be surprised at finding the minimum salary fixed at even more than what is asked, and the other portions of their claim granted in full.

6407. Are you a married man?—Yes, Sir David.

6408. And what rent do you pay for your house?—£34 a year.

6409. Now you mentioned that the Board of Trade Returns showed an advance?—Yes, 25 per cent.

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Inspector DANIEL BARRETT examined.

[Continued.]

6410. How is that computed—where did you take it from?—I saw that in the official Board of Trade Returns.

6411. They make their calculations on various commodities which are necessities of life, or things for human subsistence, including clothing, coal, and all that sort of thing, and rents too, and then they strike an average on the whole; but I presume that it was not on such an average struck that you found the 25 per cent., it was on some peculiar commodities?—It was some peculiar commodities peculiar to Dublin, and comparing the very lowest year with the very highest year. I have compared 1896, which was a very low year, that is when prices were very low. That was a year when prices were at their lowest ebb, and I have compared that period with the present date, when I believe they are at their highest, and they were never before as high as they are at the present time.

6412. That was a comparison between two years with regard to certain commodities?—Yes, that was the only way you could make it out, and I would respectfully submit that the 18½ per cent. would hold good, that return being compiled by an officer of the Board of Trade, who is an expert in that business.

6413. Mr. HEADLAM.—Do you explain why you took 20 years—you say that the standard of living had risen considerably since 1883, but you do not say the cost of living?—Yes, the cost of living.

6414. Since 1883?—Not so much since 1883.

6415. The curve representing the movement in the price of commodities was as high in 1883 as it is now?—I believe so.

6416. Therefore you base your claim on the increase in the standard of living since 1883, the time of the last Committee which fixed your pay, and in order to prove that the cost of living has risen you must take some date between 1883 and now, when the curve was lower?—Well I will put it to you this way respectfully.

6417. I am not complaining. I only want to find out. We must place it on the increase of standard or increase of cost, and you say that people in the same class of life live better nowadays?—Well, it is quite possible. So long as you admit that it costs more to live, I don't mind to what you attribute the increase, because I believe there is an increase of cost, otherwise they would not have granted these recurrent increases in the parent Force, as I may call it, in London. It is not for nothing that the Government

grant increases like that, and I don't think that we should be treated as step-children.

6418. The CHAIRMAN.—Of course, you also found your claim very much upon the statement that the purchasing power of a pound is not what it used to be?—Exactly. That would bear me out to the extent of the 18½ per cent., but I do not ask even for that much. I only ask that the initial salary shall be increased by sixteen and two-thirds per cent., and the maximum by 12½, so that even assuming that the Committee is pleased to recommend a grant in full of what I ask, my then salary would not be as good as when it was fixed in 1883, according to the Board of Trade officer, because the value of money is not within eighteen three-quarters per cent. of what it then was.

6419. Mr. HEADLAM.—Can you tell us how the proportion of officers to constables in the D.M.P. compares with the London Metropolitan Police; are there more sergeants and Inspectors to the men in Dublin than there are in London, or *vice versa*?—I believe you have a greater number of men requiring supervision by one Inspector in Dublin than what you have in London owing to the fewer number.

6420. Can you give the figures—what is the proportion of sergeants to constables in Dublin?—I cannot give the figures accurately.

6421. And you do not know the London figures?—I do not know the London figures either.

6422. In 1883 the Committee apparently suggested that the proportion should be one sergeant to eight constables in Dublin, and as far as I can see they are about one to six now?—Yes, well according to the number generally available. There is generally about one sergeant to ten constables, because there are 146 sergeants and about 968 constables, but then it would not be a true result, because a great many are specially employed.

6423. Some of these are employed as clerks?—Yes, and otherwise. Then, on the other hand, some of the constables are specially engaged, such as constables on traffic point duty and in the Museum, but they must be supervised by sergeants too.

6424. The point is, that it was stated in 1883 that there were too many officers to the men in Dublin, and I want to get at the facts now?—Well there is only one Inspector supervising the division at the one time.

6425. Mr. HEADLAM.—The proportion of the superior ranks to constables in Dublin was, in 1883, held to be too high.

Station Sergeant JOHN LYNCH examined.

6426. The CHAIRMAN.—How long have you been station sergeant?—Eight months, sir.

6427. And what is your service in the Force?—Twenty years on the 25th of January last.

6428. How long were you a constable?—Fifteen years and three months.

6429. And how long were you sergeant?—Four years and three months.

6430. Where are you stationed at present?—In the new bridewell that is in the "D" Division.

6431. How many station sergeants are there there?—There are three working station sergeants and one in the Police Court and one in the bridewell.

6432. Are you the one in the bridewell?—No, I am at ordinary duty in the station. The man I refer to in the bridewell attends the prisoners only.

6433. I do not quite understand up to the present time. Is there a station for receiving prisoners and taking charges down at the bridewell as well?—Oh, yes, an ordinary station.

6434. An ordinary station?—Yes.

6435. And you are one of the officers of the ordinary station?—Yes, sir.

6436. Now you have been selected to come here to make certain representations to us on behalf of station sergeants, sergeants and constables?—Well, no, only station sergeants, sir.

6437. And no doubt you have prepared some observations?—Yes.

6438. Well, would you let us know what you have to put forward, taking the matter in your own way, and telling us what you have to say on behalf of the station sergeants?—Very well, sir; the station sergeants respectfully ask that their weekly pay be increased to 50/-, and they base their application on the increase in the cost of living since their present pay was fixed, and also on the enormous increase during recent years in the duties they perform. The cost of living in Dublin has gone up steadily since 1901, and is still showing an upward tendency. At the present time the average prices of certain necessities of life is about 28½ per cent. higher than it was in 1901. I shall enumerate those necessities of life which are indispensable for a policeman who has a wife and family.

6439. You are a married man?—Yes, sir.

6440. What family have you?—A wife and two children.

6441. And what rent do you pay for your house?—£30 a year; 11/6½ a week.

6442. Do you take lodgers?—No, I have no lodgers; I have no room for lodgers. The house is only a four-roomed house with a small kitchen.

6443. Where is it?—Cadogan Road, Fairview, beyond Amesley Bridge, as you go to Clontarf.

6444. Very well. Go on, please?—I have a return here showing the articles that we have to purchase for our household. I have included nothing only what is absolutely necessary to our home, and I will give the retail prices in 1901, and also the prices in 1914, and

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Station Sergeant JOHN LYNCH examined.

[Continued.]

I will show the increased percentage on each article, and also the average percentage that would make the 28½ I have mentioned, and these figures will be verified by Mr. Rogers, who is a commercial man in the city with long experience in Messrs. Falkners, of Grafton Street, and with Messrs. Andrews, of Dame Street.

6445. Is he a gentleman who is proposed to be examined here?—Yes.

6446. You have given in the name?—Yes, sir, he is coming to-morrow, and he will prove the increase in prices.

6447. Mr. HEADLAM.—Where are those figures taken from?—From this gentleman's list.

6448. What is his position—is he a shopkeeper, or is he a merchant?—No, he is Manager in Messrs. Andrews in Dame Street.

6449. Is that in grocery business?—I should think it is a general provision house.

6450. The CHAIRMAN.—That is Andrews at the corner of George's Street?—Yes.

6451. That is wholesale and retail?—Yes.

6452. Mr. HEADLAM.—These are retail prices?—Retail prices of 1901 and 1914. Take bread—the 2lb. loaf in 1901 costs 2½d. and in 1914 3d.; that was an increase of 9 per cent. Butter in 1901 was 1/3 a lb. and now is 1/6, an increase of 20 per cent. Sugar 2d. a lb. in 1901 and now 2½d., an increase of 25 per cent. Oatmeal 2/2 per stone in 1901, now it is 2/8, an increase of 23 per cent. Rice was 2d. a lb. in 1901 and now is 2½d. a lb., an increase of 25 per cent. Oil 7½d. per gallon in 1901, 10d. in 1914, 33 per cent. increase. Soap 3d. in 1901, now 3½d., 16½ per cent. increase. Starch 3d. per lb. in 1901, now 4d., an increase of 33 per cent. Bacon 10½d. per lb. in 1901, now 1/2 per lb., an increase of 33 per cent. Milk 1½d. a pint in 1901, now 1¾d., an increase of 16½ per cent. It is 1½d. in summer and 2d. in winter. It was 1½d. a pint all the year round in 1901. Potatoes, 7d. per stone in 1901, now 8d., an increase of 14 per cent. Vegetables, 14/- to 18/- per load in 1901, now 21/- to 32/-, an increase of 63½ per cent.

6453. The CHAIRMAN.—What do you mean by vegetables, what sort of vegetables?—Well, cabbage and parsnips and turnips and things like that. Fresh meat was bought for from 5d. to 9d. in 1901, and now it is 7d. to 11d.

6454. Mr. HEADLAM.—Is that Irish beef or frozen meat?—Irish beef, 5d. is for the inferior quality. That is an increase of 31 per cent. Coal in 1901 was 21/- a ton and now 27/-, an increase of 28½ per cent. In fact I have a receipt showing that I had to pay 30/- for a ton last November, but, of course, that was not the normal price because the strike was on, and that was very high. Then boots in 1901 were 18/- a pair and now 22/-, an increase of 22 per cent. That is what I paid myself for them when I joined. I got my boots for 18/- and the same maker is making still and he charges me 22/-, and I do not get as good material as I got 14 years ago.

6455. The CHAIRMAN.—Is that the uniform boot?—Yes.

6456. Mr. HEADLAM.—Hand-made boots?—Yes, sir. My clothes cost £3 10s. 0d. a suit in 1901 and now £3 17s. 6d. That shows an increase of 11 per cent. Eggs in 1901 were 8d. to 1/- per doz. and they are now 1/- to 1/8, an increase of 58 per cent.

6457. The price varies during different times of the year, I suppose?—Yes, sir. Then fish was 4d. per lb. in 1901 and it is now 6d., an increase of 50 per cent. That shows an average of 28½ per cent. of an increase between those years. Well, these increases show that it is only by exercising the most rigid economy that a married policeman can subsist on his present pay. I have here a statement showing in detail the manner in which my own annual pay is expended, and I respectfully submit that everything enumerated in the list is absolutely necessary for the maintenance of myself, my wife, and two children, and I am favourably circumstanced as compared with other men in my rank who happen to have larger families. I shall read you the particulars.

6458. The CHAIRMAN.—You can give it to us in parti-

culars or in bulk if you like. We leave it altogether to the discretion of the witnesses?—I would like to give the particulars in evidence. This is my weekly expenditure:—House rent, 11/6½ per week; meat, 6lbs. at 10d. per lb., 5/-; 1 lb. of fish, 6d., for Friday; potatoes, a stone and a half at 8d. a stone, 1/-; vegetables, 1/-; oatmeal, 7d. a half stone; bread, 2 loaves daily at 3d., 3/6 weekly; butter, 2 lbs. at 1/4 per lb, 2/8; tea, ¾ of a lb. at 2/-, 1/6; sugar, 3 lbs. at 2½d. per lb., 7½d.; milk, 3 pints at 2d. per pint, daily, 3/6; coal, 2/- weekly (a ton of coal does me about 3 months, 13 weeks): light (oil, gas, candles), 1/6; laundry, 6d.; newspapers, 7d.; stoppages for medical aid, band, widows and orphans fund, 1d. for stamp of pay sheet, that takes 11½d. weekly (of course, I do not receive that, but that is stopped from me at the pay table).

6459. What is that contribution?—To medical aid, band, and widows and orphans. We have a widows and orphans fund, and I subscribe weekly to it.

6460. What do you mean by medical aid?—I joined the medical association. We pay 6d. a week for that to get a doctor for our wives and children, and we have to contribute to the band fund also.

6461. Mr. HEADLAM.—Not all the men in the Force, only the station sergeants?—No, all men. It is not compulsory to pay to the widows and orphans' fund, but nearly all men do pay to it.

6462. The CHAIRMAN.—How much is that?—11½d. weekly. Then sundries, 6½d.

6463. Do you smoke?—No, Sir David, I do not smoke. I would be glad if I could smoke, but it would be criminal for me to smoke, trying to live and pay rent. That gives a total of £1 17s. 6d., or £97 10s. 0d. a year. My pay is £110 18s. 8d., and I will show you my total annual expenditure. Two pairs of boots, £2 4s.; repairs to same, 5/-; pair of black gloves in the year, 1/2, that is uniform gloves; 2 woollen shirts, 13/-; one dress shirt, 6/6; one under pants, 6/6; one jersey, 6/6; stockings and towels, 10/6; a suit of plain clothes every two years, £1 15s. (the suit costing £3 10s.); a top coat every 4th year (£2 10s.), 12/6; collars and ties, 5/-; clothes and boots for wife and children, £4 18s., and church subscriptions, £1 5s. So that takes £110 18s. 8d., my entire salary for the year.

6464. Did you live in the house you are in now before you were promoted?—Yes, Sir David; I am only promoted 8 months, and have not changed my residence yet.

6465. That is a very large rent to pay?—Well, I could not get a house to live in at a smaller rent, and there are constables on the same road paying the same rent, and I believe some of them pay £32 a year. Now, after meeting all those items of expenditure there is nothing laid aside for contingencies that might arise. There is no provision made for holiday, nor is any portion of my salary devoted to luxuries.

6466. Mr. HEADLAM.—Have you not been able to take a holiday?—Well, I have not got one for three years since I married. There is no margin left to meet expenditure, to meet the expenditure incurred in the wear and tear of household furniture, bedding, etc., and it is only by denying myself some of the necessities of life, such as food and clothing, that these things can be provided at all. The increase in prices which I have mentioned shows that I could live as well in 1901 on £80 a year as I can to-day on £110. Since 1901 house rent in Dublin has increased considerably, and owing to high rates, the clearing of congested tenement areas by the Corporation, and the tendency of the better class artisan to move from tenement houses to cleaner and better dwellings the rent of houses suitable for policemen to live in is still on the increase. I have here the average rent paid by station sergeants in Dublin, and I can give it to you according to the figures in each case, or the average for the whole.

6467. Give us the average for the whole?—The average is £28 14s. 5d. for station sergeants, £27 3s. 10d. for sergeants, and £24 6s. 6d. for constables. This varies from Mr. Magill's evidence, because I believe Mr. Magill in making his calculation did not include men keeping lodgers, but I am including men keeping lodgers and all.

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Station Sergeant JOHN LYNCH examined.

[Continued.]

6468. The CHAIRMAN.—You include them in the average?—Yes, sir. During recent years when houses become vacant the new tenants have to pay from £2 to £4 more than the old ones, and there is a likelihood that this increase will continue, for there is a great scarcity of houses in the city, and people with money won't invest it in the building of new houses owing to the high rates and the increase in the cost of building materials, and also the frequent labour disputes in the city, so that there is no chance that houses will get cheaper. According to the Board of Trade Return for 1912 house rent in Dublin is higher than in many of the English and Scotch cities. Taking London as 100, Dublin is 75, Liverpool 65, Manchester 64, Birmingham 61, Sheffield 67, Leeds 58, Edinburgh 70, Glasgow 67, Cardiff 66, and Edmonton, part of the London Metropolitan Police District, North London, 69. These figures show that rent is from 5 to 18 per cent. lower in the principal cities of Great Britain than it is in Dublin, and the police in all those cities are paid better than the police in Dublin. I have a return here showing the pay of a station sergeant in London as compared with Dublin. In London in 1901 the station sergeant's weekly pay was 47/6 to 52/- and in 1914 it is 50 to 53/-, whereas in Dublin it was 40/- in 1901 and it is the same to-day. In Dublin the average rent, as I have shown, paid by a station sergeant is £28 14s. 5d., and when this amount is deducted from his pay the balance left is so small that his standard of living is necessarily very low indeed. During recent years all classes of workmen in Dublin have been granted an increase in wages, and some employers have further increases under consideration in order to keep pace with the increase in prices and cost of living. Well, I have a list here of the increase in wages granted by various departments and various firms in Dublin during the recent years, but I do not propose to go into it, as another witness will give the particulars in detail. He has interviewed the heads of these departments and has got the increases from them.

6469. Another policeman?—Yes, another policeman, who will follow me. I will just mention about the Dublin Fire Brigade. Their pay was £1 2s. 6d. to £1 12s. 6d. in 1901 and in 1914 it is £1 7s. 6d. to £1 17s. 6d.

6470. Mr. HEADLAM.—They are paid by the Corporation?—Entirely by the Corporation.

6471. And they have pensions?—Yes, and their pensions are granted at 25 years; they have medical attendance free, and they are granted 5 tons of coal free yearly. Now as to shop assistants. In firms in the grocery business in the city. In 1901 they were paid £30 to £40 a year and at the present time they are paid from £40 to £50, and they get Christmas boxes.

6472. Is that pensionable?—No, sir, that is not pensionable, but they get Christmas boxes and other things that amount to £20 in the year. And drapers' assistants in 1901 got £50 to £80. At present their pay is the same, but they have got £10 a year to live out. They need not stay inside on the premises, and they have got an increase of £10. I do not institute any comparison between the police and these employees I merely quote the figures to show that it was found necessary for employers to grant an increase, and it stands to reason that an increase in prices presses on a policeman as well as on anybody else. In 1883, when our present pay was fixed, a station sergeant was put on a level with the London Metropolitan Police, and since then the London station sergeants have received increases at intervals amounting to 30 per cent. or 13s. a week, but the station sergeants in Dublin have received no increase. Nearly all the English Police Forces have received an increase in their pay during recent years, and I believe with the exception of the R.I.C. we are the most neglected Force under His Majesty as regards pay. That is all I have to say as regards the cost of living, but apart from the cost of living, the station sergeants respectfully submit that they ought on account of their responsible duties receive a salary of more than £2 a week. In a debate recently in the House of Commons Mr. Birrell stated that we are poor honest men, hard worked and badly paid. In the face of that admission I thought it would not be necessary to give evidence at all to show

that we should get an increase. I have tried to show that we are poor men, and I shall now show that we are hard-worked men. The Committee of Inquiry of 1883, in recommending the formation of the rank, fixed the weekly pay of a station sergeant at £2, on the assumption that his duty could be performed by sergeants of long service no longer fit for active work. But experience has shown that these duties call for special ability and great capacity for work, and that sergeants have to be specially selected for the rank. The rank of station sergeant is superior to that of sergeant, and that being so they hold that as regards pay they ought to be treated as a higher rank, and that the increase of pay should be in proportion to the increase of work and responsibility which the promotion brings with it. A little levelling up would be necessary so that the station sergeant, as regards pay, would be somewhat removed from the sergeant and nearer to the Inspector. When a constable is promoted to sergeant he gets an immediate increase of 5/- a week, which eventually rises to 9/- or £3 8s. per annum. A sergeant's promotion to station sergeant only brings him an increase of 2/- a week, or £5 4s. a year, and there is no increase afterwards in his pay no matter how long he serves. Again, there is a disparity of £56 a year between a station sergeant and a senior Inspector. The station sergeant is called on to discharge the duties of Inspector temporarily for four or five months of the year, and considering that he is deemed competent to do so it is respectfully submitted that his pay should be nearer an Inspector's than it is. His position is a very onerous and responsible one, and sergeants who are well qualified for the rank forego their chance of attaining it, as the extra pay of 2/- a week is not sufficient inducement to them to undertake the hard work which the rank entails. Only aspirants to the rank of Inspector are to become station sergeants at all. Within the last few years no less than six sergeants who had incurred the expense of passing an examination declined to accept the position, having on consideration come to the conclusion that the increase of 2/- weekly would not pay them for the extra work and worry of the rank.

6473. The CHAIRMAN.—What service had they?—Up to 20 or 22 years' service, and would not take the appointment of station sergeant. Some are barrack sergeants. Others joined the Troop and band, but one man remained on the street, when it came to his turn he said that he would not go into the office, the work being too hard; and that was quite recently.

6474. And although he passed the examination?—He passed the examination and all. As proof of the mental and physical strain imposed by the duties of a station sergeant, it can be shown that during recent years as many as six station sergeants broke down under the strain and retired from the service, and became a burden on their families. The long tour of duty, 24 hours at a stretch, where there are only two station sergeants; and the hard and incessant work where there are three, impose a very severe mental and physical strain on men. When the station sergeants' present pay was fixed their work was light as compared with what it is now.

6475. Mr. HEADLAM.—What made the difference in their work; what made their work heavier than it used to be?—Well, the new legislation, sir; the legislation of recent years has added immensely to their duties.

6476. Yes; we have had a description of the duty of the station sergeant, and I should think on looking at the report of the Committee of 1883 that it was intended that the work should be done by men rather advanced in life?—Yes.

6477. And you find that those duties are more arduous than had been expected in 1883. Why?—Well, there is more work.

6478. More work?—More intricate work, and it requires greater knowledge and experience.

6479. Mr. HEADLAM.—From that passage in the report of the Committee of 1883 it looks as if some work of a different class was intended for station sergeants?—Yes; I will go into that now, sir. In 1912 the Dublin Police proceeded against 36,506 persons by arrest and summons, as against 23,723 in the year

1895, an increase of 12,783. The enforcement of the General Dealers Act, the Motor Car Act, the Children's Act, and the Street Trading Bye-Laws, account to a great extent for the increase shown. The pay of the station sergeant in London ranges from 50/- to 53/- weekly, although in 1883 he had the same pay as a Dublin station sergeant. The duties of a station sergeant in London and Dublin must be similar in nature; and as regards amount I beg to submit a return showing that in the year 1912 the London Police prosecuted 156,578 persons, and the Dublin Police prosecuted 36,506. This works out as 7.7 per man for London, and 31.1 per man for Dublin. The number of prosecutions per man by the Dublin Police is higher than in any of the following cities—London, Liverpool, Manchester, Leeds, Glasgow, and Birmingham. Mr. Dunne in giving his evidence, in making a comparison said that the London policeman had prosecuted six persons to the Dublin man's thirty-four. Well, I am only showing thirty-one for Dublin, because in my calculation I do not include cases where there was no summons served on the party, where the policeman got the name of the person and the summons server would not be able to serve him. I only include cases which actually came before the Court and were dealt with by the Magistrate. Well, I have the figures here now for London, Dublin, Liverpool, Manchester, and Leeds; and in London the strength of the Police Force is 20,141, total prosecutions 156,578, or 7.7 per man; Dublin, strength of Force, 1,171 (the working strength), 36,506 prosecutions, or 31.1 per man; Liverpool, total strength of Force, 1,658, total prosecutions, 34,216, or 20.6 per man; Manchester, total strength of Force, 1,344, total prosecutions, 26,472, 19.6 per man. Leeds, total strength of Force, 667, total prosecutions, 10,299, 15.3 per man; Glasgow, total strength of Force, 1,996, total prosecutions, 43,675, 21.8 per man. These figures are for 1912, and I took them from the annual police reports of those cities; but in the case of Birmingham I was not able to find the book for 1912, so I took 1911 and I suppose there is not much of a difference. Birmingham, total strength of Force, 1,309, total prosecutions, 17,185, 13.1 per man. It has often been said that there is no serious crime in Dublin, and that the police have very minor offences to deal with in Dublin; but I have taken the offences dealt with by the Judge or Recorder in those cities. In London the indictable offences were 4,180; Dublin, 1,805; Liverpool, 224; Manchester, 199; Leeds, 230; Birmingham, 245; so that Dublin is far ahead as regards serious offences.

6480. Mr. STARKIE.—What are the principal offences summarily prosecuted?—Offences under the 14th and 15th of Victoria—street obstruction and traffic.

6481. Offences by drivers?—By drivers of cars—motor cars and other vehicles. Of course, there are a lot of other offences that the Magistrates deal with, such as larceny, receiving of stolen goods, embezzlement and offences under the Post Office laws are offences that the Magistrates can deal with by special Acts of Parliament, although they are all indictable offences. I refer to this matter as the entering of charges and recording of summons complaints is part of the duties of a station sergeant, and it is proved by the figures quoted that the duties in this respect in Dublin are severer than in other cities. The station sergeant is primarily responsible for the correctness and legality of every charge he enters, and for every summons application he submits. In every summons application he has to insert the Act and Section infringed, and enter in the station summary book the substance of the complaint. He has to exercise a great deal of judgment and care in taking charges, and where he deems it necessary he has to prepare a statement of evidence of the case for the police solicitor, and this has to be very frequently done, especially in prosecutions under the new enactments. The Probation of Offenders Act also imposes a good deal of extra work on the station sergeants. When a prisoner is brought to the station now he cannot be charged until the station sergeant goes and looks up the records to see if that person is a probationer. If a probationer, he has to record it on the charge sheet, and if the pri-

soner is not a probationer and is placed on probation on the new charge he has to make a report to that effect, embodying the charge in the report, the Magistrate's remarks, and the period of probation which he is placed on, the name of the constable and the number of the charge sheet which he is charged on, and wire all these facts to all stations in the Dublin Metropolitan Police District, and they must be recorded in the books there in the event of the prisoner being subsequently charged, so as to bring the facts before the Magistrate on the second charge. In addition to these duties now the Swine Fever and other Orders of the Department of Agriculture are enforced in Dublin by the police, while in England similar work is performed by separate officers appointed by the English Department.

6482. Mr. HEADLAM.—Does that affect the station sergeants?—Yes.

6483. The driving of cattle through the city?—Yes; at the present time there are restrictions, and the police won't allow them to go unless they have permits from the Veterinary Department. During the year 1912 the sergeants in Dublin issued 3,368 movement licences, that is licences to owners of swine to take them to the Dublin market, while 3,830 removal licences had been handed in at the stations to be recorded in the records of the stations and then forwarded to the Department of Agriculture. In the same year 1,548 outbreaks of swine fever and 46 cases of parasitic mange were reported to the police. Another very heavy duty which has recently fallen to the lot of a station sergeant is what is called the copying of occurrences for private litigation arising from street accidents and collisions, as well as accidents arising from the employment of workmen in buildings, etc.

6484. Workmen's compensation cases?—Yes, and if a workman meets with an accident now in the execution of his duty and is injured—

6485. He has to get a police report?—Well, yes, the police have to report the case and the solicitor applies for a copy of the report.

6486. And you are bound to give it?—We are bound to give it. We have the report entered in the occurrence book in the station, and when the solicitors ask for it we supply a copy of it, and that is altogether private work. No matter how busy we are on public duty we have to attend to them and give it to them, and we get no extra pay for that, while officials in other departments are paid for similar work. Notwithstanding all this the station sergeants are still responsible for the general supervision of the men and the maintenance of discipline, and the care of the station and attendance on the public who come there making complaints or otherwise. The next item is about pensions. We ask that the pensions scale be revised so that a man may retire on completion of 25 years' service on an annual sum equal to thirty-fifths of his annual pay with the addition of two-fifths of his annual pay for each completed year of service above 25; so, however, that the maximum pension does not exceed two-thirds of his pay, and that the pension be calculated on actual pay at the time of retirement and not on the average pay for the preceding three years unless a change of rank takes place during those three years, and that the suggested changes apply to all men now serving. In support of that claim I beg to state that men after 29 years' service find that owing to their age they cannot obtain civil employment, and their pension would not maintain them. Only a small number of D.M.P. pensioners find employment in Dublin at all owing to the public prejudice that is against them, and this prejudice is growing instead of abating.

6487. Is it political prejudice or economic?—It is political. The only employment open to an ex-policeman is the G.P.O., where 5 or 6 are acting as door-men; the Department of Agriculture, where 8 or 9 are employed as Ship Inspectors, and the Port and Docks Board, where 8 or 9 are appointed Harbour constables, and a policeman would not be employed in any of these places if an Army or Navy pensioner could be found competent to do the work. They would not take a police pensioner even in those places.

6488. You do not get places even in private offices?—No, sir.

31st March, 1914.]

Station Sergeant JOHN LYNCH examined.

[Continued.]

6489. As caretakers?—No, sir; the only work they get outside that is collecting rent or acting as insurance agents and things like that, and they are paid only a very small salary for that. Only about 94 out of 300 pensioners in Dublin receive employment at all, and I have made enquiries and I find that their average pay is 10/- each weekly.

6490. The CHAIRMAN.—We have had a return from Mr. Magill to-day?—Yes, Mr. Magill was furnished with that return by the police, and I would like to point out that pensioners when asked what employment they have and what pay they receive, always like to be a little boastful, and I know a case myself of a man who said he had £3 a week and I am positive he had only 10/- or 15/- a week collecting rents, but he is too proud to say that he had only that much a week.

6491. Mr. HEADLAM.—Only 94 employed out of 300?—Yes, the great majority have no employment at all; it is impossible to get employment. I knew one man employed during the strike. He was in the Police Force acting as a beat man and when he went out he had a big family and his pension was not able to keep him; some person got him a position at the North Wall in one of the shipping offices, in one of the yards attached to the office, and he had to be in there at 6 o'clock in the morning, returning from that at 6 in the evening, Sunday and Monday, and take his breakfast with him, and all the salary he got was 13/- a week. And when the carters would leave at 6 o'clock he had to turn out and sweep out that yard.

6492. His age would be, I suppose, 45 or 50?—Well, I daresay 50.

6493. And what was his pension?—A constable's pension, £46 16s. I further wish to state in support of the application regarding pensions that an English policeman can retire on full pension after 26 years,

and in seeking employment afterwards he does not find the same difficulty as the Irish policeman.

6494. Does that apply to all English Forces?—It does.

6495. Mr. STARKIE.—What you want is two-thirds pay as pension at 27 years?—Yes, I am not asking for as much as London.

6496. It is at present 29 years?—Yes, but we are worn out then, and we are not able to get any employment, and I would just say that the fact of a man having served in a police force is a recommendation for him in England to get employment, but the case is the very opposite here. The fact of serving here debars a man from getting anything further in civil life. The only other thing I have to mention is that I have been asked to request that any benefits which we may receive as the result of this Committee of Inquiry may date from the 1st of January last. We are after having had a very hard winter, and I am sorry to say that most of us have had to go in debt, and prices bear very heavily on us, and any benefit we might get would help us out of our difficulty very much. I would like to mention that the last witness was not able to give you information about the proportion of sergeants and station sergeants in London as regards Dublin. Well, the proportion in London is 8 men to one sergeant and in Dublin it is 6 to one.

6497. The CHAIRMAN.—Not 6?—It is here 6 men to a sergeant.

6498. 146 to 968 gives 6.8, that is nearly 7?—Counting station sergeants and clerks in London there are 458 in London and in Dublin there are only 41 station sergeants.

6499. Mr. HEADLAM.—I suppose the station sergeant does what the acting inspector used to do before 1883?—Yes, sir.

6500. And at that time the office was abolished?—Yes, sir.

The Committee adjourned.

SIXTEENTH DAY.—WEDNESDAY, APRIL 1st, 1914.

At No. 5, Upper Castle Yard, Dublin.

Present:—The Right Hon. Sir DAVID HARREL, K.C.B., K.C.V.O., I.S.O (Chairman); Mr. MAURICE F. HEADLAM, Treasury Remembrancer; Mr. ROBERT F. STARKIE, R.M.; and

Mr. JOSEPH BRENNAN, *Secretary*.

Station Sergeant LYNCH further examined.

6501. The CHAIRMAN.—You wanted to say something more?—Well, yes, sir. Last night when you adjourned I told you that there were 458 station sergeants in London and 41 in Dublin. I want to state that the station sergeant in London is assisted by the Inspector in the busy centres of London, that is within a radius of six miles from Charing Cross. It is only in the suburban districts that he is left by himself.

6502. Mr. HEADLAM.—Do you know how he is assisted by the Inspector?—I do not mean to say that he is not hard worked, but he has not the responsibility that we have in Dublin, where we remain in charge.

6503. Is there any assistance given to the station sergeant in the busy centres in Dublin?—There is no one in Dublin only the station sergeant, and he has to take all the responsibility no matter what turns up.

6504. Does the Inspector in Dublin visit the station?—Yes, he visits the station.

6505. Is there an official routine of visits—is he bound to visit once a day or once a week?—Well, generally, once a week, I think.

6506. The station sergeant is not quite responsible?—He is responsible when the Inspector is absent. He is responsible for anything that turns up. He must deal with anything that comes in. He cannot get away.

6507. The CHAIRMAN.—The Inspector is in the station with tolerable frequency?—Of course, but he would not attend at some of the periods. However, he inspects the men going out on duty occasionally.

6508. Mr. HEADLAM.—Does he inspect the clerical work and see the charge sheets and so on?—Yes, he inspects my work.

6509. And does the Superintendent visit the station?—Yes, sir.

6510. How often, or is there any time fixed?—No definite time, sir.

1st April, 1914.]

Station Sergeant LYNCH further examined.

[Continued.]

6511. The CHAIRMAN.—Now have you anything further to say?—Yes, sir, as regards house rent. I gave evidence in general as to the increase in rent yesterday and I would like to mention a few cases to show the effect of the local taxation of houses in the city on house rent.

6512. I take it that in the case of all the rents that you have given us, the houses are taken by the tenants free of tax?—Yes.

6513. You do not pay the taxes?—No, sir.

6514. The landlord pays the taxes?—Yes, the landlord pays the taxes in all cases, and, of course, when the taxes are raised in the city the landlord raises the rent in proportion on the tenant. Indirectly we have to pay taxes through the landlord, but I wanted to mention two cases; in one case a man when he married 25 years ago lived in St. Bridget's Avenue off North Strand, and the house rent that he paid was £16 a year, and if paid punctually he got £1 off at Christmas and that left it £15 a year; and now that house is £26 a year. The other instance is Munster Street, on the North Circular Road, towards Glasnevin Cemetery. That street was built about 30 years ago and the rent of the houses then was 10/- a week. Well, now it is 13/- and 14/-, and last week one of the houses became vacant and the landlord raised the rent by 1/- a week on this tenant owing to the new valuation and the increase in the taxes. In 1906 the house was valued at £15 a year and the new valuation is £18.

6515. Mr. HEADLAM.—Is there any rule against the police living in tenement houses?—Well, there is, sir.

6516. There is a rule of the Force?—Yes; we have to live in a respectable house; we would not be allowed to live in a tenement house.

6517. You could take a floor or flat in a house?—Well, those flats are not obtainable in Dublin. You cannot get a decent flat, a clean place like in London or New York or other cities. A policeman would not think of going into a tenement house in Dublin, and neither would he be allowed. The rules of the service would not allow him.

6518. It appears according to the evidence before the Housing Commission that there is a large number of old houses in Dublin which are empty?—Those houses are occupied by people who never pay rent, a very undeserving class entirely who go from one tenement house to another in the city, and a respectable working man would not live in those tenement houses referred to in the Commission.

6519. And what about the houses provided by philanthropic associations; do the police live in those?—You mean artisans' dwellings?

6520. Yes?—We have some cases where they do, in the D Division, on the north side.

6521. The CHAIRMAN.—What houses are they?—Over at Stoneybatter, Oxmantown-road, adjoining the Phoenix Park, there are house there with rents of £18 and £24 a year, and some of our men live there.

6522. Mr. Headlam was asking whether the police occupied houses that have been built for philanthropic purposes, such as the Iveagh Trust?—No, sir, they do not.

6523. They do not?—No.

6524. Or by the Municipal Corporation?—The Corporation would not give us a house at any price at all.

6525. Mr. HEADLAM.—They make a rule not to give those houses to the police?—Not to give it to the police.

6526. Does that apply to the Iveagh Trust houses at all?—I don't know. The Iveagh Trust houses would not be suitable for a policeman. They are only one-roomed houses.

6527. The Corporation would not let their houses to the police?—No, sir.

6528. The CHAIRMAN.—Well, Sergeant, what is the next point?—There is one more case that occurred in Kilmainham. I am talking of my own district. Clontarf, Glasnevin and Kilmainham. One of our officers promoted recently had a house there for £24, and when he was transferred to another district a sergeant

of ours went into the same house and he had to pay £2 of an increase to the landlord. That only occurred 6 or 8 months ago.

6529. Mr. HEADLAM.—The average of the rents given in this return put in by the Police Force is rather less than the rent said to have been paid in 1901 by various witnesses?—I can account for it in this way that Mr. Magill took the average rent paid by men who did not keep lodgers, and in 1901 the average for all was taken.

6530. A large proportion of the men do keep lodgers, or did keep lodgers according to the return of 1901?—They do not keep them now.

6531. You think that fewer men occupy houses now in which they are able to accommodate lodgers than in 1901?—Well it does not pay a policeman to keep lodgers at all because the class of houses they live in are houses that a profitable lodger would not live in. Only a working man would stay with us, and he would pay only 13/- or 14/- for his keep.

6532. The CHAIRMAN.—Board and lodging?—Yes, sir.

6533. Mr. HEADLAM.—All unmarried constables live in barracks?—Yes.

6534. In the English forces married policemen often take in a single policeman as a lodger?—Of course they can do that in Birmingham and Manchester and Liverpool. I gave you a return made out of the average rents paid by men in each of the divisions, but I may mention the B Division in particular, that the highest rents are paid there by the men, and along with paying high rent their lodgings are very inconvenient. They have to live out in the suburbs, and do duty in the centre of the city—in College Street and Lad Lane.

6535. The CHAIRMAN.—Do they live out of the division?—Yes; they cannot get a suitable place except out of the division, and they have to pay higher rents than the other men, and a good deal of their income goes in tram fares going to and from duty twice a day.

6536. Mr. STARKIE.—Are the police in Dublin obliged to pay tram fares when they travel by tram?—Oh, yes, sir, but on duty the Commissioner gives them tickets.

6537. There is no arrangement with the Tram Company?—No, sir, there is not.

6538. When you do travel on the trams do you give a ticket?—Yes, sir; the police are supplied with tickets at the station. There is another matter I wanted to mention. In giving evidence yesterday as to the duties performed in Dublin and London I gave a comparison between the number of arrests and summonses in London and Dublin, but the figure given by Mr. Dunne in his evidence would not agree with mine, for he took the average from the working strength of the London Police and also the working strength of the Dublin Police. Well, I took it upon the total of each force. He took London as 18,000 men, and I took the total strength as 20,000.

6539. The CHAIRMAN.—But you took the Dublin Force's total strength, too?—Yes, sir.

6540. So that the result would not work out very inappropriately?—Well, there was a slight difference in the number of prosecutions for each man. Mr. Dunne's evidence was more favourable to me than my own.

6541. Do you wish to correct it or only to qualify it by this observation?—Yes, sir, to qualify it by this observation. And another matter is this: in my figure I gave 36,506 as the number of prosecutions in Dublin. Included in that are 1,350 complaints against street traders, and Mr. Dunne did not include the street traders in his return.

6542. But they are prosecutions by the police?—Yes.

6543. Mr. STARKIE.—I presume they are heard in the Juvenile Court?—They are in the Corporation Court, in William Street—the Lord Mayor's Court.

Sergeant DENIS LONG examined.

6544. The CHAIRMAN.—What division are you in?—The D Division, sir.

6545. How long have you been a sergeant?—A year and 8 months.

6546. And what is your total service?—16 years.

6547. You got your promotion in 14 years and 4 months?—Yes, sir.

6548. You come here to represent the views of what part of the Force?—The uniformed sergeants of the D.M.P.

6549. Now just give us the various matters that you come here to put before us in the order in which you have arranged them yourself?—Yes. I first intend to put forward our claim, and then to show how we desire to support it. The sergeants of the D.M.P. ask that their pay be increased from the present rate to 40/- per week on appointment, rising by annual increments of one shilling per week to 45/-; allowance to be made as at present except that an additional sum of 10d. per week be paid to sergeants of the troop for boots, gloves, etc., and I will explain how they make that request. They already have 6d. per week in excess of the beat men. They have 1½. and they want to have that allowance made 2/-, and of course their boots are very expensive. The cost of boots has gone up a good deal.

6550. Does that include the jack boots?—It does, sir.

6551. Do they get 2 pairs?—No; they get one pair of jack boots once a year, and it costs £2.

6552. And they pay that for themselves?—They do. This is coming out of the 1½. And then there are Wellington boots; I believe they are a kind of boots worn when in full dress uniform, and they cost £1 5s., and there are two pairs of stable boots in the year, and they cost 12/- pair, that is £1 4s., and 3 pairs of buff gloves. Those gloves, they say, wear out very quickly from the amount of pipeclay. They wear out very quickly, and they cost 10 6. Spurs and repairs cost 5/-. That is a total of £5 4s. 6d.

6553. Mr. HEADLAM.—Do they want 2 pairs of stable boots a year?—They do, sir.

6554. Do they wear out?—They do wear out very quickly on account of the acid in the stable manure and urine, which wears out the boots very quickly. That is a cost of £5 4s. 6d., and to meet that the allowance only comes to £3 0s. 8d., and they are therefore at a loss of £2 3s. 10d. The 2/- a week would not quite exactly meet it; it would be just a little on the wrong side, but they consider that 2/- a week would be a fair allowance. As regards pension we ask that the pension scale be revised so that a man may retire on completion of twenty-five years on an annual sum equal to thirty-fiftieths of his annual pay with the addition of two-fiftieths of his annual pay for each completed year of service above twenty-five, so, however, that the maximum pension does not exceed two-thirds of his pay, and that the pension be calculated on actual pay at time of retirement and not on the average pay for preceding three years unless a change of rank takes place during those three years, and that the suggested changes apply to all men now serving.

6555. What do you mean by saying that this should apply to all men now serving?—That is men having 29 years' service, and 27 and 25. If there was an increase of pay given, according to the present rule of the service they would have to remain 3 years to get the benefit of that in their pension. We say that it should be regarded as if they had had that for three years for the purpose of pension. They base their claim for increase of pay principally and entirely I may say on the increased cost of living. The increase is no less than 28.6 per cent. In support of this statement I propose to present a return showing the retail prices of provisions in 1901 and in 1914, and this return will be borne out by a witness from the house of Messrs Andrews and Company.

6556. Do you wish to give this evidence?—I do; a return showing the retail prices of household commodities in 1901 and in 1914, and the increased percentage on each article, and the total average increase. Bread, the 2 lb. loaf, was 2½d. in 1901, and is now 3d., a rise of 9.4 per cent. Butter, per lb., 1/3 in

1901, and 1 6 at the present time, a rise of 20 per cent. Sugar, 2d. per lb., now 2½d., a rise of 25 per cent.

6557. Mr. HEADLAM.—Is butter the same price all the year round?—No, sir.

6558. What time of the year was that taken in 1901?—He is taking it at the same time that he gave us the return for.

6559. The winter price in both cases?—Yes, sir.

6560. The CHAIRMAN.—Who gave you that return?—Mr. Rogers, of the firm of Messrs. Andrews and Company. He is the Manager, I believe.

6561. He will give that himself when he comes here?—I believe he will.

6562. He gave that to you?—He did, and I verified it by inquiries from other persons. Tea was 2/- per lb. then, and 2/- now. He says that tea has not risen in price, but it has decreased in quality. It is not so good as it was in 1901; you do not get the same quality of tea for the same money. Oatmeal, per stone, 2½ in 1901, now 2 7/8, a rise of 23 per cent. Rice, 2d. per lb. in 1901, now 2½d., a rise of 25 per cent. Paraffin oil, per gallon, 7½d. in 1901, now 10d., a rise of 33 per cent. Soap, 3d. in 1901, now 3½d., a rise of 16.6 per cent. Bacon, 10½d. in 1901, now 1 1/2, an increased percentage of 33.3. Making inquiries from other houses, they seemed to think that this was rather on the moderate side, and that taking bacon and ham and everything combined at 1 2 per lb. was rather on the moderate side.

6563. Mr. HEADLAM.—Was that American bacon or Irish bacon?—Irish. I expect this is the average for all bacons. Milk per pint, 1½d. in 1901, now 1¾d., a rise of 16.6. Six months of the year they sell it at 1½d., and the other six months at 2d. Potatoes, per stone, 7d. in 1901, and now 8d., a rise of 14.7. Vegetables, per load, 14/- to 18/- in 1901, and now 21/- to 32/-. It was much more during the past winter on account of the farm labourers' strike, and they went as high as 50/- and 55/- a load for vegetables. Coal, 21/- a ton in 1901, and now 27/-, a rise of 28.6. Boots, per pair, 18/- in 1901, now 22/-, a rise of 22.2 per cent. Clothes, £3 10s. per suit in 1901, now £3 17s., a rise of 11 per cent. Eggs, per dozen in 1901, 8d. to 1/-, and now 1/- to 1 7/8. In 1901 the price was 8d. in summer, when eggs were plentiful, and 1/- in winter, but that is not the case now; you cannot buy them at any time less than 1/-. That is a rise of 58.7. Fish, per lb., 4d. in 1901, and now 6d., a rise of 50 per cent. In connection with this, one of the merchants I was inquiring from told me that in 1901 he could buy dried fish at, I think, 18/- per cwt., and he has to pay 34/- for that now. Starch, 3d. per lb. in 1901, and is now 4d., an increase of 33.3 per cent.

6564. Mr. HEADLAM.—Can you give the price of beef or meat of any sort?—Not except bacon, sir. I will deal with that later. The information which enabled me to compile this Return was given to me by one of the leading provision merchants in Dublin. A representative of this merchant's firm will attend and give evidence touching these figures. I respectfully submit that the Board of Trade Returns for 1912, which are the latest available to us, will also verify my figures. I believe that the latest Board of Trade Returns would show a still higher increase, notably in the price of meat, which in Dublin has advanced by one penny per pound and upwards within the past two months. That is, the rougher quality of meat has increased 1d. in the last two months and the finer quality of Irish meat has increased 2d. a lb.

6565. Is Australian meat eaten at all—frozen meat?—It is, sir.

6566. Has the price of that advanced, too?—Oh, yes; it follows the rise of the Irish meat always.

6567. Do you mean to say that if they put 1d. on Irish meat they would put 1d. on Australian meat too?—They would, sir. But I think what sends up the Irish meat is that the price of frozen meat goes up. The supply is not as large now as it was from any of the foreign countries; that is the supply of dead meat coming from the foreign countries, and I was speaking to a man who is a good while in the business, and who is a thorough master of his busi-

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ness, about the increase in prices and the probability of a fall in prices, and if it was only a temporary rise, and he says no, it is likely to continue, and to go still higher: in fact he says it is certain to go higher, and he assigned three reasons or four for that, and the first of them was one that appeared rather peculiar to me, and I could not very well understand it for some time, and that is the increased output in gold, and the increase of the population of America, and the increase of the population of Germany and Russia. He said that from America (I think he mentioned bacon as one of the commodities) they were sending less. Eight times as many boxes of bacon were arriving in London 10 or 15 years ago from America as are arriving to-day.

6568. The CHAIRMAN.—That is bacon, but we are dealing with beef?—And the same, he says, applies to beef and to all the other commodities where the population is growing and they are able to use their own stuff and we are not able to get it here. And another commodity that he mentioned was cheese, and he said a great deal of the Canadian cheese used to come here, and a pound of cheese from Canada does not come now: it all goes to the States. They have revised the tariff laws: they have not removed them entirely, but they have readjusted them so that they are more favourable to the Canadian producer now than sending his stuff to the English market, and he says that Germany will be bound to follow suit, having an increased population, and things will be likely to go still higher.

6569. Mr. HEADLAM.—People do not object to eating frozen meat in Dublin. There is no prejudice against it?—Oh, no, sir, but I hear my housekeeper say that Irish meat is more economical.

6570. The CHAIRMAN.—What is the difference per lb. between the price of the frozen meat and the Irish?—2d. She tells me that she buys Irish for 9d. and she would have to pay 7d. for the frozen, and the difference in quality more than compensates for the difference in price. The price of butter has advanced by 2d. per lb. during the last three months. I wish to mention that that is rather a disquieting sign because this is the time of the year when you would naturally expect the butter to be coming down and becoming plentiful. Now, with cows newly calved, it should become plentiful.

6571. Mr. STARKIE.—It may be due to the prevalence of the Foot and Mouth Disease.

6572. The CHAIRMAN.—The first plentifulness of milk arises when the cows go out to grass, and that would be in May?—Well, the figures I have given establish the fact that the purchasing power of the sovereign has diminished to 14s. 3.3d. since 1901. I submit an extract from the Board of Trade Inquiry into the cost of living of the working classes in 1912. This extract shows the increase of wholesale prices of certain articles in the United Kingdom from 1900 to 1912. In common with every other consumer the policeman is affected by those rises in prices, and it gives amongst the articles mentioned raw cotton and British wool. Well, of course that raw cotton affects the manufactured article. The manufactured article goes up to compensate for the price. Raw cotton had gone up 22.6 per cent; British wool 60.1 per cent. That is referred to at page 210 of the Board of Trade Return. British wheat has gone up 29.1 per cent. British oats, 22.1; imported wheat, 24.7 per cent; imported oats, 33 per cent. Rice has gone up 20 per cent; pork, bacon and ham 50.5 per cent. since 1906, whereas our retail price shows only 33.3, so that the Board of Trade shows a greater increase than even we show in the retail price. Milk, 23.5; butter and margarine, 12.3; cheese, 26.9; eggs, 37.3; sugar, 28.6; tea, 2.1; coffee, 11.6; tobacco, 25.3. Well, that is a luxury that the policeman at the present time cannot afford to buy. Hides, 41.7. That is a very big rise in hides, and of course it affects the leather. They don't rise the prices of boots so much in order not to frighten the customer away so they reduce the quality, and they do not give the same quality of leather that they could give for much less money in 1901. Under-

clothing—vests, 13.9, pants, 13.5, cotton socks, 12.9, Merino socks, 11.6, flannelette, 12.8 per cent., white calico, 19.1 Long clothes, 20.4. Shirts, 16.4. Well, that bears out very closely the increases shown in the retail prices. That shows roughly about 27 per cent.

6573. You have given the retail prices?—Yes, sir, and the Board of Trade return corroborates it. When prices were at the lower level the rank and file of the Force found it difficult on their scanty pay to maintain themselves in that state of health and comfort which is essential for the efficient discharge of their duties. Employers of labour have long since recognised the necessity for advancing the wages of their employees to enable them to meet the increased cost of living, and several Police Forces in England and Scotland have got substantial increases of pay at intervals during the past thirty years, while the pay of the Dublin Police has remained at the scale fixed by the Commission of 1882. A sergeant of the London Metropolitan Police in 1901 was paid 36/- to 42/-; now he is paid 40/- to 44/-. Dublin remains the same. Manchester, 35/- to 40/- then, and now 41/- to 46/-; Birmingham, 34/- to 40/-, and now 38/- to 43/-; Sheffield, 35/- to 42/-, and now 41/6 to 46/-. I could not find out what their pay was at Leeds in 1901, but their pay now is 39/- to 44/6. In Glasgow, in 1901, the pay was 33/- to 35/6, and now it is 39/- to 44/-. In Cardiff it was 34/- to 38/-, and now 35/7 to 41/5. The cost of foodstuffs in the different cities is compared. Taking London at 100, in Dublin it is 107. This is from the Board of Trade return, and that is not including meat. Well, meat is higher in London, but taking into consideration that we have advanced from 1d. to 2d. in the lb. in the last two months I expect that we are very nearly on a level with London, taking all things combined now.

6574. Mr. HEADLAM.—Do you know what is the proportion of the Police Force to the population in those places?—I do, sir.

6575. What is the proportion of police to population in Newcastle or Manchester?—In Manchester there is a police officer to every 531.

6576. And what is the proportion in Dublin?—Well, a police officer to every 355.

6577. London?—A police officer to every 358; Liverpool, to every 448; Birmingham, to every 642; Sheffield, to every 788; Leeds, to every 688; Edinburgh, every 537, Glasgow, every 506, Cardiff, to every 631. The area to each constable in acres is:—London, 22; Dublin, 20; Liverpool, 10; Manchester, 16; Birmingham, 23; Sheffield, 42; Leeds, 32; Edinburgh, 19; Glasgow, 9.6; Cardiff, 22. I was not able to obtain the proportion of sergeants to constables in the forces for Edinburgh, Glasgow, or Cardiff, but in London it is one to 8, Dublin one to 7 (a little higher than that of course excluding the 16 sergeants of the G Division: I am taking the uniformed beat men).

6578. Does that include station sergeants?—No; it does not include station sergeants.

6579. And it does not include them in London?—No, sir, it does not—the figures are 1 to 8 and 1 to 7 respectively. In Liverpool it is 1 to 7 nearly, Birmingham 1 to 9, Sheffield 1 to 8, Leeds 1 to 7.

6580. The CHAIRMAN.—Are you sure that that figure of 1 to 20 acres in Dublin is correct?—It is correct.

6581. And 1 to 22 to London?—One to 22 in London.

6582. Does this agree with the acreage given by Chief Superintendent Dunne yesterday?—Well, he gave it a different way. I do not believe he divided it amongst the men. We take the number of working policemen and divide it into the acreage of the city, and we find that it works out at 20 acres each man.

6583. But then did you do that with regard to the other divisions?—We took the whole area of the police district.

6584. But the whole area of the whole district did you take?—Yes, the Metropolitan Police district.

6585. Mr. HEADLAM.—Did you include the G Division?—We did not, and we did not include the London Criminal Investigation Department.

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6586. It was taken on the same basis in both cases?—Taken on the same basis. Now the Commission of 1882 levelled the pay of the sergeants and constables up to the London standard; established the rank of station sergeant, and recommended for it a weekly pay of 40/-, reduced the pay of Inspectors to the London level, thereby instituting what we regard as a comparison between the two Forces. The recommendations on which these changes were made are at pages 7 and 8 of Report, wherein it is stated:—"We consider that they (the sergeants) should be paid as highly as sergeants in the London Metropolitan Police Force." It would at present require a substantial increase of pay to place the Dublin Police sergeants on a level with sergeants in London, Liverpool, Manchester, Birmingham, Sheffield, Leeds, Edinburgh, Glasgow and Cardiff, and taking into account the advantage which sergeants in these Forces have derived from the periodic increases in their salaries I respectfully submit that our claims are moderate. There is another thing too. Of course a rise of pay now would be more appropriate than anything for the Dublin police, because the Irish police find it very difficult to get their scale of pay adjusted in accordance with the times, and I have been asked to put before you a suggestion that it would be well if you could recommend some means of having the pay revised at stated periods so as to have it to synchronise with the cost of living in the different times.

6587. The CHAIRMAN.—Have you calculated that that might lead to a reduction?—Yes, that has been discussed, but from what they think or from what they hear they have no fear of that.

6588. They are not apprehensive that that would be so?—No, because their way of thinking is that the cost of living will increase still higher.

6589. The cost of living in 1872 was higher a good deal than it is now and the line then went down to 1896, when it was very much below what it is now, so that there are considerations to be taken into account all round in that matter, and I only suggest that there might be that danger?—This merchant that I was speaking to told me that prices touched their lowest level in 1896, but he stated that since 1896 prices have been steadily rising without any drop, and that there is no such thing as a curvature of the line at all, and that it has gone straight all the way along since 1896, and that it is very likely to go on for the reasons stated. I present a return showing the aggregate amount of money which a London policeman who has attained the rank of sergeant and served 25 years has received and the amount by which it exceeds that received by a Dublin policeman similarly circumstanced, and a like return applicable to the rank of the constables in the two forces, showing that a sergeant in the London police having served 25 years would have drawn £462 16s. in excess of what the Dublin police sergeant would have drawn.

6590. What time would he have got promotion?—I assume he would have got promotion at 10 years in London and 14 in Dublin, and I understand, since making out this return, that you don't promote a man at all in London once he passes 8 years. Promotion goes by the board if not got at 8. They consider him too old after 8 years' service, and 14 is the average time at which a sergeant is promoted in Dublin to my knowledge for the last 4 or 5 years.

6591. Have you any record to show that this is so in London, that after 8 years they do not promote?—Well, I have the word of a friend of mine, who is in the London Police, but I have not anything official.

6592. What do they receive?—A sergeant receives £2,506 8s., assuming he is promoted at 10 years.

6593. At 25 years?—Yes.

6594. And still is a sergeant?—He is a constable for the 1st 10 years.

6595. But after 25 years' service he is still a sergeant, and a sergeant in Dublin, promoted at 14 years, and serving 25 years, would have received £2,043 12s., a difference of £462 16s.?—A constable in the London Metropolitan Police having served 25 years on the

whole he receives £2,246 8s., and in the Dublin Police having served 25 years he receives £1,848 12s., or a difference of £397 16s.

6596. Mr. HEADLAM.—Does that allow for deductions for pension from the London constable?—No, the deduction for pension I believe is 2 per cent. or 2½ per cent.

6597. The difference would be reduced by that?—It would, by 9d. per week.

6598. Over the whole 25 years?—Yes. In making out this return as regards sergeants I have assumed that 10 years is the service at which a constable is promoted to sergeant in London and 14 years in the case of Dublin, but I believe that in reality the London man obtains his promotion earlier and the Dublin man later. Therefore my figures err on the side of moderation. In addition to his better pay the London policeman has better prospects of promotion and retirement takes place in London at 26 years' service.

6599. The CHAIRMAN.—That is the rate roughly?—As a matter of fact they do retire at 26 years. He can retire on full pension at 26. The maximum pension is at 26.

6600. That is without medical certificate?—Yes. The introduction of that system, the system of retiring after 26 years' service, as regards retirement in Dublin would press severely on certain men who are still aspiring to promotion; but if that system had been in operation for years past men would have attained their promotion and would not have any cause to complain if obliged to retire. Any remedial measures introduced must militate against the interests of individuals. Of course the quickening of promotion and the chances of promotion in the Dublin Metropolitan Police have diminished very much within the past twenty years, and the increase of pay attendant on promotion is longer deferred. I submit a Return showing for each of the years from 1895 to 1912, inclusive, the number of sergeants who were of under 14 years' service. In 1895 there were 35 sergeants in the service under 14 years, and in 1910 there were only 6, and in the years 1911 and 1912 no man under 14 years' service was promoted to the rank of sergeant. The period is lengthening as we go along.

6601. Of course you are taking into account, sergeant, that the periods are lengthening just on account of men of shorter service having been appointed during those years?—Well, that is one way of looking at it, sir.

6602. But is it not one way?—It is certainly, sir, one way of looking at it, but I think there are other ways to look at it.

6603. No doubt there are various circumstances combining, but that is one of them. If you have a number of men of short service promoted it follows then that the waste of senior men goes on for some years, but when those men of short service come up to a certain stage they continue as sergeants for a longer period than the men of longer service who had previously been promoted, making the occurrence of vacancies less frequent?—That does not seem to operate in London, and they promote them a lot earlier than here, and more than half their sergeants are under 14 years' service.

6604. They must pass over a very large number of constables in London?—I believe the employment of police in London is more or less casual, that men join the force when trade is bad, and that they do not join the force as in Ireland to make a livelihood of it, and I think in London when things get brisk again they go out to their trades. I don't think they join to make a livelihood of it, the way that they do here. But you see that from 1885 down to the present time the period is getting bigger. In 1895 there were 35 sergeants of the Dublin Metropolitan Police under 14 years' service. One of those sergeants was promoted between 6 and 7 years, 2 between 7 and 8, 2 between 8 and 9, 2 between 9 and 10, 2 between 10 and 11, 5 between 11 and 12, 10 between 12 and 13.

6605. Were those early promotions at a period when there was competition introduced into the D.M.P.?—Well, I think there was competition about then, but I think it had been introduced before 1895, but 1895

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is the first year that the return was available to us.

6606. At that particular period the experiment of competition, following the example of the Royal Irish Constabulary, was introduced into the Dublin Metropolitan Police?—I should say so.

6607. So that that again is another element that is calculated to extend a little the period at which a man gets his promotion. Now returning again to the ordinary principle of seniority?—Yes, I suppose the change in the system has worked badly for some men, but I think the principal reason for the slowness in promotion now is that men do not go on pension, in fact cannot go on pension when the prospect of obtaining any little employment is so very small, and in fact you may say it is nil in Dublin. They cannot afford it, and they have to serve on as men of from 25 to 40 years' service, and I think that is retarding the promotion, sir, because you have the example of London here where men are promoted from 4 years' service, and they have more than half their sergeants under 14 years' service, and we have not one here at all. At the present we have not a sergeant serving under 14 years' service.

6608. Mr. HEADLAM.—On the average is a man unfit for further service after 25 years' service in the Force, or is the period of retirement too soon?—Well, the average man if he has to stick to street duty for 25 years is done up; I should say he is done up after 25 years. If a man has 25 years of city life, 8 hours per day, night and day, with alternate monthly periods, I believe he is a very strong man who is able to weather it.

6609. That is at what age?—47.

6610. You take him as joining at 22?—Yes. Of course when men get old they go indoor, a good deal of them, and they are taken off the hard road.

6611. The CHAIRMAN.—That is only a very small percentage, of course?—That is only a very small percentage, and only a very small percentage, over 25 years. A return applicable to London shows that on 31st December, 1912, out of a total of 2,629 sergeants 1,426 were under 14 years' service, and 13 of these had been promoted during the preceding year with less than 4 years' service. I took that from the Judicial and Criminal Statistics. The revision of pay in the case of Irish police occurs only at infrequent intervals, and only under the pressure of stern necessity. Thirty years have passed since the last revision. Prices have steadily mounted up since then, and they still display an upward tendency, and a long time may elapse before another revision of police pay occurs, and in these circumstances those whom I represent respectfully ask that their claims may be met in a just and generous spirit.

6612. Mr. HEADLAM.—Prices have not mounted since 1883. The rise began a long time after 1883, and I think you said 1895. I think they were about the same as they are now in 1883, were they not?—Well, there was a curve line up to 1895, but there has been no curve I think since, and it has been going straight along since 1895.

6613. I only wish to correct that figure, to make it clear that it is not since 1883 that the rise began?—Well, since 1895.

6614. The CHAIRMAN.—Well sergeant have you anything further to say to us?—I say the claims of the sergeants should be met in a just and generous spirit so as to allay discontent among those now serving, and to attract desirable recruits, who would be likely to uphold the reputation of the Force, for probity, physique and intelligence. The present scale of pay is not sufficient to attract such recruits.

6615. Mr. HEADLAM.—Now as to the men who would have gone into the Dublin Metropolitan Police but for the lowness of the pay, what sort of occupations do you think they would take?—Well, they would emigrate and they would join the English police forces, and a good number of them have not the necessity to leave home now as they had in days gone by. They want superior attractions to bring them from home now. The operation of the Land Purchase Acts and the work of the Congested Districts Board and the work

of the Estates Commissioners in dividing up those ranches are making the lot of the young Irish farmer happier, brighter and better, and he can find more profitable work to do at home than go into the Police Force.

6616. Do you mean that the addition of pay would not make a difference to that man and that he would prefer to stay where he is rather than enlist if he had the pay raised?—Well, it would be a compensation to him to come in; but you will find that an employer if he cannot get a carpenter to work for him at £1 has to give him 25/- to bring him along, and I think the same thing will apply to the police.

6617. The CHAIRMAN.—At any rate you think the experiment is worth trying?—Well, I do, sir. The number of applicants from the year 1901 to 1911 was 330. This had fallen to 157, of whom only 91 were in 1912. The Police Force was mainly recruited from the small farming class, and many of them were reared on uneconomic holdings, and when they grew up they had to decide between emigration and the Police Forces. The work of the Congested Districts Board and the partitioning of ranches by the Estates Commissioners has enabled a number of such young men to find work in the country; this is one cause for the scarcity of recruits, and another is that newspapers in which speeches of demagogues abusive of the police are reported now circulate largely in the country, and young men are not willing to join the police and so incur public odium or submit to be described as "hired assassins" for a wage which is not as good as that of the labourer in whose interests the demagogue purports to speak.

6618. Do they do that nowadays—talk about hired assassins?—We have had it here.

6619. Recently?—Yes; one of the demagogues said to the men that on a certain day there was a hired assassin waiting for them at the street corners, and that their business was to see that the hired assassin went down first. This abuse of the police has become somewhat general in recent years, and it is not by any means confined to those who from their professions and habits might justly regard the police as their natural enemies. Poets and Philosophers are 'not above having a fling at the police on occasions. In the face of all this it is not surprising that young men are reluctant to embark on a career attended with such disadvantages unless on a scale of pay which will to some extent compensate them for the social ostracism and abuse to which they are subjected.

6620. Mr. HEADLAM.—Do you think the hostility of the mob to the police is confined to Ireland; have you heard of places like Tonypany?—It is not confined to Ireland, but it is not exaggerated as in Ireland by political feelings. Of course when once the labour trouble in Tonypany is over the policeman is rehabilitated as he was before the labour trouble began. It is not so in Ireland. When the labour trouble comes it only quickens the feeling against the police a little, and when the labour trouble is over the feeling does not subside in the same way as it does in England. The policeman in Ireland has to submit to public hostility during his service and it follows him even into retirement and prevents him from obtaining civil employment, and there is not the slightest prospect of such hostility being allayed, consequently a policeman has a poor chance of getting any employment when he retires, and his pension is not sufficient to maintain him. I have here a statement of my weekly expenditure, which I desire to put before you.

6621. The CHAIRMAN.—Without depreciating the difficulties a policeman has in discharging his duty and the consequent occasional unpopularity he may incur, don't you think that in the estimation of people whose opinion is worth anything, the Dublin policeman holds a high position amongst the citizens of the metropolitan district?—I grant that, sir, and there is no doubt of it, but unfortunately we have to take account of the classes in whose hands we see the working of the Corporation and the Limited Liability Companies and other things where a policeman would be likely to obtain employment.

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6622. I am not talking of employment, but I am talking about the man who is serving the public and doing his duty as a policeman?—I think he is well respected, Sir David, I do indeed. I think he deserves it. I think he gives a very good service to the Dublin public. I have a statement giving my expenditure for my family of myself, my wife and 3 children. I have made it out, and I would wish to call your attention to it. I have no means of adding to my income, only my pay alone. I have to live within it, and I do live within it.

6623. What rent do you pay for your house?—Eight shillings a week.

6624. Now, do you wish to give us this in detail?—I do, Sir David, because I wish to point out to you that there is certainly no luxury in it. Clothes cost about 4/7½ in the week. Well, this is a yearly bill and, of course, clothes are necessary in a yearly bill. A suit of clothes lasts two years and costs £3, that is £1 10s. per year. An overcoat costs £2 10s. and lasts four years, that is 12/6 per year. Two shirts at 3/6 each, 7/-. If you consider any item excessive I would like that you would give me an opportunity to explain it. Two woollen vests at 6/6 each, 13/-; two woollen pants at 5/6 each, 11/-; three collars at 4½d. each, 1/1½; one tie, 1/-; three handkerchiefs at 2d. each, 6d.; three pairs of socks at 1/- a pair, 3/-; two pairs of black gloves for uniform wear, 2/-; pair of white gloves, lasting two years, at 1/- per pair, 6d.; two pairs of boots at £1 per pair, £2; leather for repair of boots, 8/- (I do the work myself); boots, clothes, etc., for wife, £2 10s.; boots, clothes, etc., for child 6 years, £1 5s.; boots, clothes, etc., for child of 2 years, 17/-; boots, clothes, etc., for child of 1 year, 10/-; leather for repair of wife's and children's boots, 3/-; church contributions, 5/-, that comes to 4/7½d. a week. Bread, 2 loaves per day, 14 loaves per week, at 3d. per loaf, 3/6; butter, 2 lbs. at 1/3 per lb., 2/6. That is a small allowance for a family of 5, but we have to do with it. Tea, ½ lb. at 1/8 per lb., 10d.; sugar, 4 lb., at 2½d. per lb., 9d.; milk, 28 pints per week at 1½d. per pint, 4/1; meat, 4 lbs., at 9d. per lb., 3/-. That is a small allowance of meat for 5 in family, 4 lbs. of meat. Potatoes, 2 stone at 8d. per stone, 1/4; vegetables, 6d.

6625. Mr. HEADLAM.—Is 8d. the ordinary price of potatoes in Dublin City?—It is; that is the market price. I took this for the 1st week in March, because I was preparing this list then, though I believe they are down ½d. or so in the stone since. Then oatmeal, 3½ lbs. at 2½d. per lb., 8½d.; flour, 3½ lbs. at 2/- per stone, 6d.; paraffin oil, one gallon, 10d.; candles, 1d.; soap, 2 lbs. at 3½d. per lb., 7d.; starch and blue, 1½d.; boot blacking and laces, 2d.; salt, pepper, etc., 3d.; fish, 6d.; church money, 2d.; coal, one and a half bags at 1/8 per bag, 2/6; rent, 8/-; contributions to medical aid, 6d.; contributions to Band and Widows' and Orphans' Fund, 4½d.; and that makes a total of £1 16s. 5d. The amount of my weekly pay is £1 16s. 8d., leaving 3d. in hand to meet contingencies such as sickness amongst the children, wear and tear of household furniture, bedding, etc., and that scale is a moderate one.

6626. When do you get your next increment?—Next August.

6627. And what would that bring your total pay up to?—That would make it £1 18s. 8d. It will afford me a little butter for myself; at the present time I can only afford to get to the extent I have mentioned. The expenditure for boots and underclothing may seem rather high, but I find by experience that it is quite necessary, and that on night duty you have to be well protected.

6628. The CHAIRMAN.—And does a supply of 3 pairs of socks in the year suffice for you?—It does, sir.

6629. What sort of socks; are they knitted?—Yes, my wife knits the socks, and it comes to about 1/- a pair. We do not reckon the labour in what I do myself or what she does, and I am sure that if I were to buy socks they would not last me so long. Colds, rheumatism and other complaints must naturally be the result of poor provision in underclothing and boots. In fact I did try at one time. I got a pair of shop

boots, and I gave a good price for them, or what I considered a good price, 16/6, and I could not possibly wear them. I believe that I would have broken down in health if I had to continue. A boot is a very important thing for a policeman—a comfortable warm boot on night duty, damp proof, because shop boots are not damp proof.

6630. What do you say for fire in your weekly list?—Coal 2/6, that is 1½ bags at 1/8 per bag. That is what I am paying for it.

6631. Mr. HEADLAM. You have your boots made for you?—Made to measure, sir.

6632. You buy the leather and get them made up?—No.

6633. You have tried machine made boots, and you have found them of no use?—No; I found that I could not work with them. Under present circumstances all that a man can hope for is the possibility of a bare existence, and he must be continually worried by the anticipation of illness and poverty and having a wife and family unprovided for.

6634. Tell us about the provision for illness. If you get ill you get attended to by the police doctor?—I mean illness of my wife and family.

6635. I think that you said that you paid to a Benefit Society?—Oh, yes, I do.

6636. You mean doctors' medicines?—Doctors' medicines. In fact last year two of my children were sick with diphtheria, and after they left the hospital I found that it was an awful strain. Only that some friends came to my assistance I would not be able to get over the effect of it, but some friends came to my assistance on that occasion. In 1901 those commodities that I pay £1 16s. 5d. for could have been purchased for £1 6s., thus showing that a 3rd class constable was then in a better position than a sergeant at the present time. The principle of a living wage is now generally recognised, and sweating is universally condemned, and in the labour market economic laws are not allowed free play. An employer may not employ a workman whose tender is the lowest. The price of labour is regulated by Trade Unions, and when contracts are being given by the Government and Corporations there is a stipulation that Trade Union rates of wages must be paid, and for this reason we submit that even though the present pay of the police was sufficient to attract the necessary number of recruits, that would be no proof that the present pay is a living wage. I saw that one of the members of the Committee in regard to the Post Office (I think Mr. Money) said that the argument of supply and demand was only the argument of the bad employer, and should not be used in connection with the Government service. This term "a living wage" was defined by the Catholic Hierarchy of Ireland recently—"the workman may well claim in return for his honest day's work what will at least procure worthy maintenance for himself and his little family with such 'outlet and outlook,' to use the phrase of a living statesman, in a like connection as are implied in a reasonable opportunity to improve steadily the conditions of his household. Nothing less is fair recompense for hard work, temperance and thrift." I respectfully submit that my present pay is not sufficient to provide worthy maintenance for myself and family, and I have no "outlet or outlook" beyond that of a mere existence and the certainty of my wife and children being reduced to poverty should I be taken from them.

6637. Mr. STARKIE.—Have you been able to make any provision for insuring your life?—No, I have discussed the matter frequently and tried to reduce for insurance some things and see if I could have a small sum weekly, and I intend with the first increment I get to try to put it on insurance; but I have not been able to do it up to the present, and I have not been able to take a holiday since 1907. I was married in that year and I have not had a holiday since. Then, with regard to the question of pensions, we sincerely hope that our claims will not be considered excessive. I have already endeavoured to show how little sympathy an Irish police pensioner may expect under present conditions. I

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Sergeant DENIS LONG examined.

[Continued.]

happened to be present some years ago at a meeting in Smithfield when a candidate for municipal honours assured those whose votes he sought that in the event of their electing him as their representative he would see that no Dublin police pensioner would ever be allowed to earn a shilling under the Dublin Corporation, and I may add that unusual as it may appear that this corporator's performance was fully equal to his pre-election promise in that respect. He knew the tack to go on; he knew the topic that would appeal to the minds of the audience; and that was hostility to the police, and it got him along too. A return of how Dublin police pensioners are employed shows the meagre weekly wages for which they are obliged to labour at a period when they are not too well able to do so, and when they would naturally require the rest due to a long, active, and strenuous service. During the recent strike troubles in Dublin when pensioners were employed as special constables it was found that the supply was far greater than the demand. Sixty-three men were employed in this capacity and applications were received from between thirty and forty other men for whom there was no employment of this kind available.

6638. Were they fit to be taken in the matter of years?—They were, sir. Owing to their meagre pay, D. M. Police constables are not in a position to marry until they have long service, with the result that they reach pensionable service before their families are self-supporting and then the diminution in their income consequent on their retirement would introduce into their lives financial embarrassment, and consequently they must serve on as there is little prospect of their getting civil employment. I think that is what makes promotion so slow.

6639. The CHAIRMAN.—That is a very important factor, but still you must impose hardship somewhere or other?—No doubt, any method that would be introduced now would press very hard on some men. If the pay was better men could marry earlier in life, and their families would be grown up and self-supporting when their time of retirement came, and they could then devote the pensions to the comfort of themselves and their wives in their old age. The claims of policemen for better pay are usually met by pointing out to them the many privileges they enjoy, such as pensions after their terms of service, free medical treatment when ill, annual holidays on full pay, and the like, and their case is contrasted with that of the artisans, who have no such privilege. The annual holiday is not much good to me I know.

6640. Mr. HEADLAM.—Don't you really take a holiday at all; don't you stay at home—you do not go away for a holiday, but you do rest a bit?—Yes, I sit at home; but that is not much recreation.

6641. Do you take your annual leave staying at home?—I do when I can get it—portion of it at least. I am like Micawber, hoping something will turn up. I live on hoping, but at the end of the year I find nothing does turn up. The case of policemen is contrasted with that of artisans, who have no such privilege; but it should not be lost sight of that the policemen are picked men of great stature and good health, specially fitted by nature for their work, and such physical qualifications are assets of some economic value in the markets of the world. You could not

make a policeman out of an artisan; but if you started a policeman early enough you could make an artisan out of him, though by no stretch of imagination could you make a policeman out of some of the artisans that I know. It must be also borne in mind that the policeman must, according to the terms of his service, give his whole time to the public service, working seven days in the week, and doing half his time on night duty, exposed to dangers from the elements, and that he has to risk life and limb in the discharge of duty, and he is not free to associate to any extent with his kind, so that his life is in every respect a hard one. I think the saying that the policeman's life is not a happy one holds good still.

6642. The CHAIRMAN.—I think you said that your pay was the only income that came into your hands?—Yes, that is all, sir.

6643. And what your wife does in the way of knitting your socks?—Yes, everything in the house except boots is made by my wife; any re-fitting or repair necessary to my uniform she does it, so that there is not a farthing spent in that way. She does her own dress-making. She is not a dressmaker, a professional dressmaker, but she manages to do it well enough for herself and her children.

6644. And she does everything that is necessary to be done that a woman can do with the needle?—Quite so.

6645. But she does not dressmake for anyone outside?—No, sir.

6646. Mr. HEADLAM.—She is not prevented by the regulations from doing so?—No; that is the only thing I think she is allowed to do, except to keep lodgers, and with respect to the question of lodgers, I went into it very fully and freely, and spoke to men who were keeping lodgers, and I found that the men are giving it up, that they cannot make it pay. The house that a policeman occupies is not sufficiently good to attract the better class of lodgers, and he could only get ordinary labourers or tradesmen or poorly paid clerks, who would pay him a very small rate, and in fact at the present time it is impossible to keep them at the rate that they would give.

6647. The CHAIRMAN.—That is board and lodging?—Yes, sir, board and lodgings; 13/- a week is the average now paid, and when you provide for that meals and bed and bedding and that kind of thing there is not very much profit I expect.

6648. I suppose those who are successful have larger houses and receive a higher class of lodgers?—Well, there are very few of those cases. I think in the case of the majority of the police who keep lodgers, the lodgers are friends or relations of their own, who are more members of the family than really lodgers; and then they take a house a little better than they would to accommodate these friends. Living with strangers is a very disagreeable thing. Take the case of a policeman with a wife and three or four young children. At night when those lodgers come home at 11 o'clock the woman, if she wants to preserve the decencies of human nature, has to be in her room locked in at that time and is more or less in fear of her life from those people coming in half drunk, and she is afraid of the house being set fire to or anything like that.

Constable JAMES H. BEGGS examined.

6649. The CHAIRMAN.—What service have you had?—Eight years and three months.

6650. What station are you in?—Bridewell, the "D" Division.

6651. What is your native place?—Waterford.

6652. You wish to put before us some matters as a representative of the constables of the Force?—Yes, sir.

6653. Is it of any particular division, or the whole of the constables?—The whole of the Metropolitan Police constables.

6654. The uniformed constables?—Yes, sir.

6654A. Now you have heard a good deal of the increase in prices and the differences of prices between certain periods in various commodities, and I believe we are to have a witness here to-day who will give us information on the subject of those prices, so that while I do not want at all to stop you, it will not be necessary for some of the witnesses to go at such length into lists of prices as it might have been if that information had not been fully given before?—No, sir, I won't go into that.

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Constable JAMES H. BEGGS examined.

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6655. Now will you go on and make your statement?—Well, on behalf of the married constables of the D.M.P., I am directed to ask for a substantial increase of pay, and a slight alteration of the pension scale, so that the pension of two-thirds pay may be received in 27 years—the pension to be calculated on the actual pay at the time of retirement, unless there had been a change of rank in the three years previous. With regard to pay, it is asked that a scale of pay be fixed as follows:—Constable on appointment 27/- weekly, rising by 1/- per week annually to a maximum of 37/-. It will be seen that we ask for a constable to reach his full pay as such five years earlier than at present. We feel that fifteen years is a long time to wait in order to be classed as a first-class constable. In years gone by men were promoted to the rank of sergeant long before they had fifteen years' service, and so we hold that if a constable is qualified for a higher rank before that period of service, he should also be entitled to the highest pay as a constable. A man of ten years' service who joined, say at 21 years of age, is generally in the prime of life and at the height of physical and mental activity. The increase of pay is asked to meet the increased cost of living which has taken place in recent years, and also to keep pace with increases of wages among the working classes in Dublin. The prices of the necessities of life have risen so much that it is only by the exercise of the most rigid economy that a married man can support himself, wife and family. I have no family myself, but can easily understand, when I consider my own case, how difficult it must be for a man to make ends meet who has a family to support. I have here a list of an average weekly expenditure which shows my income, and how it is apportioned. My weekly pay is £1 9s., and I have a rent allowance of 2/-, and a boot allowance of 8d., making an allowance of 2'8 per week, which makes my total income £1 11s. 8d., less annual contributions to Band Fund of 1d. per week, and to Widows' and Orphans' Fund of 2d. per week, so that the net weekly income is then £1 11s. 5d. My rent is 8'2 per week; meat, 4/- per week; bread, 7 loaves at 3d. per loaf, 1'9; butter, 2 lbs. at 1'4 per lb., 2'8; milk, 12 pints at 1'4d. per pint, 1'6. With regard to milk, I would like to say that I get it from the Lucan Dairy Company, and they supply me all the year round at 1'4d., and the other dairy-keepers in the winter months charge 2d. a pint.

6656. Do they really give you good milk for that?—They do, sir. Then tea, $\frac{1}{2}$ lb. at 2/- per lb., 1 -; flour, a $\frac{1}{2}$ stone at 1'8 per stone, 5d.; oatmeal, 2 lbs. per week, 4'4d.; sugar, 4 lbs. at 2d. per lb., 8d.; cocoa, $\frac{1}{4}$ lb. tin, 4'4d.; potatoes, one stone, 7d.; vegetables, 9d. (that is under the word "vegetable" we use turnips and cabbages and onions, and things like that); bacon, 1 lb., 1/-; sausages, 1 lb., 9d.; fish, 6d.; coal, 1 $\frac{1}{2}$ bags at 1'8, 2'6; for light, half a gallon of oil, 4'4d.; gas, 6d. per week, making 10'4d.; soap, 1 lb. at 3'4d., and toilet soap at 1d. a week, that is 4'4d.; salt, pepper, mustard, baking powder and bread soda, 4d.; washing soda, blue, starch, matches, 3'4d.; rice and barley, 2d.; boot blacking, grate polish and brasso, 3d.; medical attendance for wife, 6d.; Church subscriptions, 6d., and insurance 6d., making a total of £1 10s. 9'4d.

6657. Mr. HEADLAM.—Do you pay anything for meat except bacon?—4/- for ordinary meat. From this it will be seen that after providing the actual necessities of life, I have the sum of 7'4d. in hand at the end of each week, with which my wife and myself are to be clothed, small expenses to be met, such as newspapers, postage, wear and tear of household furniture, delph, kitchen utensils, table and bed linen. There is no margin for emergencies which may crop up, or for a holiday in the summer time. A holiday is very necessary for a policeman, for it must be admitted his duties are arduous, and he is on duty every day of the week, so there is a continual strain on him. Unlike a man in civil life, he has no opportunity of taking a day each week in some form of relaxation. A man has a constant struggle to make ends meet; when any article of clothing or household requisite is required some article in the foregoing list must be done without, so that instead of being able to indulge in a luxury occasionally a constable must often do without some of the plain articles of diet which I have enumerated.

6658. Do you smoke?—No, sir; neither do I drink. Detailed evidence will be given regarding the wages of working men in Dublin, showing increases they have received during recent years, from which it will be seen that at the present time men of kindred class and ability to a policeman are paid far better, while the wages of ordinary unskilled labourers are as high, and in some cases higher, than ours. This surely is anomalous to say that a man who requires no qualifications, little intelligence, has no responsibility, and only works 5 $\frac{1}{2}$ days per week, can command as high a wage as a policeman. The duties of a policeman, to be performed satisfactorily, require a certain amount of intelligence, some education, unlimited tact, good humour and forbearance, often in the face of great irritation to which he must never give way. His duties are very responsible, and he is vested with very great power, which must always be exercised with judgment and discretion. Liberty is greatly prized by all classes of the community, and to deprive a fellow-man of it is a very serious responsibility; this, however, a policeman is authorised and required by law to do whenever necessary. He must then justify his acts in a court of law, often in the face of severe cross-examination. Of course, this is only ordinary police duty, and I mention it to show that there should be a substantial difference between the pay of a policeman and an unskilled labourer. When this is not the case a constable cannot feel that he has the authority he should have, and his acts cannot have the necessary moral force when he is called upon to direct and control men whom he feels to be in subordinate positions to him, and are yet better paid. With reference to the cost of supporting a family, I have taken an extract from a Report of the Board of Trade of an Inquiry into the Cost of Living of the Working Classes in 1912. In the introduction of the detailed Report of the Board of Trade Inquiry into Rents and Retail Prices in 1912, at page xxxvi, the estimated average consumption in a family consisting of two adults and averaging 3 or 4 children, is given as under, the present cost of the article is shown:—Meat, 6 $\frac{1}{2}$ lbs. at 8d., 4'4; tea, 0'6 lb. at 2/-, 1'2; sugar, 5 $\frac{1}{2}$ lbs. at 2d., 11d.; bacon, 1 $\frac{1}{2}$ lb. at 1'4, 1'6; eggs, 12 at 1'4, 1'4; cheese, $\frac{3}{4}$ lb. at 10d., 7'4d.; butter, 2 lbs. at 1'4, 2'8; potatoes, 17 lbs. at 8d. per stone, 9d.; flour, 10 lbs. at 1'8 per stone, 1'2 $\frac{1}{2}$; bread, 22 lbs. at 3d. per 2 lb. loaf, 2'9; milk, 10 pints at 1'4d. per pint, 1'5 $\frac{1}{2}$; coal, 2 cwt. at 28/- per ton, 2'9. Coal may seem high, but when it is bought by the bag, as poor people have to do, they have to pay top price for it.

6659. Mr. HEADLAM.—What is the size of the family?—The average given in the Board of Trade return is two adults and three or four children, and that makes a total of £1 1s. 5'4d. per week for food alone, and there is no allowance for light, soap, starch, salt, pepper, and other condiments; clothes, boots, wear and tear of furniture, household utensils, etc. Even taking it as it stands and adding rent to it, a constable cannot support himself, wife and family at that moderate standard. I have an extract from the Board of Trade return given by a previous witness which I won't touch. In the Report of the Committee which inquired into the pay of the Irish Police in 1901 I find that the pension received was looked upon as deferred pay. In an appendix to the report there is a statement made by a member of an insurance company in Dublin showing that in order to secure an annuity of £46 16s. in 25 years a man should pay 6'11 per week for that time—the inference being that in order to arrive at a true estimate of a policeman's pay this sum should be added, which would make it appear pretty good. I disagree with that form of calculation. In the first case, assuming it is deferred pay, why, when a man is dismissed or compelled resign, or resigns voluntarily, is the accumulated sum not handed to him when he is paid off?

6660. At what period of time would that 6'11 be paid; at what age would the payment commence?—I think it was given in this appendix as 22 years of age, and to be paid for 25 years.

6661. To pay 6'11 a week?—Yes.

6662. From 22 years of age, in order to secure how much?—£46 16s. Again, I think it will be at once

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Constable JAMES H. BEGGS examined.

[Continued.]

admitted that the efficiency of a police force depends to a large extent upon the continuity of service of its members, their discipline and devotion to the service of the public. A force would be useless if men joined and only remained a few months, or even years, the expense of training alone would be enormous, and men of only a few years' service cannot be looked upon as really efficient policemen. Having regard to this, I contend that pensions are rewards to men for faithful and continued service. If men had no stake in a force beyond their pay, it is hardly possible they would always be found sticking to their posts. Another point was made in the same report that the supply of suitable candidates for the Dublin Police in the years previous to that inquiry was more than adequate, and that being so it was held the pay was sufficient to attract and retain suitable men for the Force. This is not the case now, as for the five years from 1903 to 1907 inclusive the average number of candidates registered first class was 132, and the average number registered in the second class was 73. For the five years from 1908 to 1912 inclusive the average number of candidates registered first class was 83, and the average number of candidates registered in the second class was 27. From these figures must be deducted a proportion for men who withdraw their applications, and men found medically unfit after being called up. Mr. Magill in his evidence said there were only 15 first class candidates on the register on the 1st of March last. Taking the above figures, they show a substantial reduction as compared with those prior to 1901. The average wastage of the Force is 66 per year, so that the number of applications leave practically no margin for selection, so that it becomes impossible for the Force to maintain the standard of physique and intelligence. Apart from these figures the law of supply and demand applied to wages is an unjust one, and if applied to any town in Great Britain and Ireland men would be compelled to work for nearly nothing. It was to combat this economic law that trades unions came into existence. Even unskilled labourers are now organised, so that wages are artificially raised and without regard to the law of supply and demand. It would be very undesirable for policemen to join trades unions, as it would be against all discipline. I would suggest it is unfair to set off the number of applications as a reason for stating that the pay of a police force is sufficient, rather should it be fixed having regard to the local rates of wages with a substantial margin between a policeman and an unskilled labourer. I would like to draw attention to the pay of a few of the police forces in England, Scotland, and Wales, in the years 1901 and 1914. This information I have from the appendices to the report of the Committee of Inquiry of 1901, and from the report of His Majesty's Inspectors of Constabulary for the year 1912. In the London Metropolitan Police in 1901 a constable was paid from 25/6 to 33/6, and in 1914 from 27/- to 37/6. In Dublin the rates in 1901 and 1914 were the same, from 23/- to 30/-. In Liverpool in 1901 the constable was paid 25/7 to 33/-, and in 1914 from 30/- to 40/- per week. In Manchester in 1901 from 26/- to 31/-, and in 1914 28/- to 40/-. In Birmingham in 1901 25/- to 32/-, and now 27/- to 36/-. Sheffield in 1901 25/7 to 33/-, and now 28/- to 39/-. For Leeds I have not the figures for 1901, but at present they are 28/6 to 37/6. Edinburgh, 1901, 23/6 to 30/6, now 26/3 to 36/3. Glasgow in 1901 25/- to 30/8, now 27/4 to 37/4. Cardiff, 25/- to 30/- in 1901, now 28/- to 33/-. You have been given the index number from the Board of Trade report of the cost of living in those towns, so I won't touch it. Well, I take from the *Weekly Irish Times* of the 28th of February these increases of pay which have been announced from that date:—Devonport, constables, old scale £1 3s. 6d. per week to £1 16s. 2d.; new scale £1 4s. 6d. to £1 17s. 2d. For Leith the old scale of pay was not given; but they have a scale of pay now of 27/5 to 39/8 a week. They reach 37/4 in ten years, 38/6 in fifteen years, and 39/8 in 20 years.

6663. Can you tell us what other conditions were connected with those forces—their allowances, pension, lodging, and so forth?—Some of them I can tell you.

6664. But the police of Devonport and Leith?—I could not tell you anything about their allowance. With regard to Dundee, it was announced in the *Weekly Irish Times* of the 14th of March in this year that the constables' scale of pay was fixed as follows:—Constables, 27/5 per week, rising to 37/4 per week in 10 years. I have the allowances for some of the other forces I have mentioned. In the London Metropolitan the men get 6d. per week for boots, the married men 4d. per week for coal, single men 3½d. per week for coal, and he has a rent allowance of 1/6 to 2/6 per week, and men doing duty in plain clothes from 1/11 to 7/- a week. In Liverpool, 2/- rent allowance, plain clothes duty 3/- weekly. The constable gets 26/- annually for boots. In Manchester all ranks get 30/- annually for boots. In Birmingham the rent allowance is 1/2 a week, point duty men 1/- weekly, and constables 30/- annually for boots, sergeants £2 annually. In Leeds the plain clothes duty constable gets 3/- a week, sergeants and constables 26/- annually for boots. In Glasgow they give boot money to all ranks (it is not stated in the report what the amount was), and give 3/- weekly to pointsmen. In this respect I would like to point out that the reports of His Majesty's Inspectors of Constabulary in England and Wales for the year ended 29th September, 1912, show that the following police forces received increases of pay during the year under review. Shall I give you the forces—77 forces altogether in the year, receiving increases of pay?

6665. The CHAIRMAN.—You may give them if you like, but we have them already; we have received those in evidence?—Then, sir, if you have it, there is no use in my giving it.

6666. We have it, but if you have it in a form in which it has not been given before, and you wish to give it, you may do so; but we have that fully?—I extracted it from this report of the Inspectors of Constabulary. There were 77 forces that received increases of pay. That was in 1912, and the police of the City and County Borough of Sheffield got a rise in the present year, and Devonport also. It will thus be seen that while police forces across the Channel are receiving increases of pay the Dublin Police has remained at a standstill practically since 1872, as in 1883 only 1/- of a rise was given to first class constables. These forces can more easily obtain a revision of their scales of pay, for an Act of Parliament is not necessary as in the case of the Irish Police. With reference to promotion, the members of the Force feel that they are not so favourably placed as other forces, as the following figures will show. On the 31st December, 1912, in the D.M.P. Force there were 8 sergeants of between 14 and 15 years' service: 12 between 15 and 16 years; 10 between 16 and 17 years; 13 between 17 and 18 years; 8 between 18 and 19 years; and 94 of 19 years and upwards. There were no sergeants of under 14 years' service. In the London M. P. for the same date there were 13 sergeants of between 4 and 5 years' service: 23 between 5 and 6; 71 between 6 and 7; 155 between 7 and 8; 157 between 8 and 9; 156 between 9 and 10; 232 between 10 and 11; 236 between 11 and 12; 177 between 12 and 13; and 206 between 13 and 14 years' service. So that there were 1,426 sergeants in the London Metropolitan Police of under 14 years' service, a period at which there are no promotions made in the Dublin Police now. In Birmingham on the 31st December, 1912, there were 5 sergeants of 5 years' service and under 10 years: 26 of 10 and under 15 years; 40 of 15 and under 20 years; and 39 of 20 and under 25 years; and there were 8 sergeants of 25 years and upwards. In Manchester there were 5 sergeants of between 10 and 11 years' service: 8 between 11 and 12; 13 between 12 and 13; 11 between 13 and 14; and 10 between 14 and 15 years' service. So that there were 47 sergeants of under 15 years' service.

6667. Have you the numbers above it?—No, sir, I have not. I am only giving these figures to show that the prospects of promotion are not so good in the Dublin Police as in the forces across the Channel. It is much slower here. In Leeds there is one sergeant of between 4 and 6 years' service: one between

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[Continued.]

8 and 10 years, 9 between 10 and 12 years, and 1 Inspector, 9 sergeants and 2 Inspectors between 12 and 14 years and 13 sergeants between 14 and 16 years.

6668. Have you attempted in your own mind to account for this?—Well, I have. One of the reasons you discussed before with a previous witness, and that is the competitive system that was introduced here. That brought, of course, a lot of young men along that were promoted, and that left it much slower. And then there is another point—the Inspectors, for instance. An Inspector when he is promoted takes 7 years before he reaches the maximum pay of his rank, and he must then serve 3 years at the maximum before he is entitled to the maximum pension of the rank, so that he must be 10 years an Inspector before he is entitled to the maximum pension as Inspector, and at the present time he is rarely promoted before 25 years; he must have between 35 and 40 years' service.

6669. Do you think that if he arrived at his period for maximum pension sooner they would all go?—I would say that there would be a greater prospect of their doing so, and the same thing applies all down, but not so much in the case of station sergeant. A sergeant must serve 8 years in that rank before he is entitled to the maximum pension of his rank. It takes him 5 years to receive the maximum pay of the rank, and he must serve 3 years at any rate after that.

6670. But that would be a very advanced period of service for a Dublin police sergeant?—It is, undoubtedly.

6671. You say that 14 years would be the average?—Yes, between 14 and 15 is the average now. Of course, there are cases all through of promotion at 17 and 18 and 19 years.

6672. And those circumstances would combine to account to some extent for it?—They would.

Constable JAMES J. MCCARTHY examined.

6677. The CHAIRMAN.—What is your native place?—Kerry.

6678. What service have you?—Twelve years and almost four months.

6679. Are you a married man?—Yes, sir.

6680. With a family?—Yes, three.

6681. What house rent do you pay?—9/3 a week, approximately 9/3—£24.

6682. Now you come here as representing the unmarried constables?—Yes, the married constables.

6683. Is Constable Davis also a married constable?—No, he is single.

6684. He represents the case of the single constables?—Yes.

6685. You and the previous witness represent the married constables?—Yes, sir.

6686. Now, if you please, go on and put the views of those you represent before us?—As you have been furnished with figures from the Board of Trade Returns, and will hear the evidence of a local business man showing the enormous increase in the price of indispensable household necessities since 1901, I shall only say that I rely absolutely on these facts and figures to prove the justice and necessity of our claims. The married constables of the service maintain that their present pay, which was in former years barely enough to feed and clothe themselves and their families, is now, owing to the increase in the cost of living, entirely inadequate to meet these requirements. In support of this, I shall, with your permission, give a list of the items that constitute my weekly expenditure, and I am sure you will agree that nothing could be more economical; in fact you will see that I must exclude many necessary articles of diet in order to save something to clothe my family and myself. This is my bill now:—My family includes 3 children, my wife and myself. My weekly pay is £1 9s.; boot allowance, 8d.; lodging allowance, 2/-; total pay, £1 11s. 8d. The deductions from that are medical aid, 6d.; Widows and Orphans' Fund, 2d.; band, 1d.; total deductions, 9d. The net pay then is £1 10s. 11d. Now my expenditure is:—Bread, 12 loaves per week at 3d. per loaf, 3/-; flour, one-eighth of a stone at 2/- per stone,

6673. Do you think that in the other forces selection is more drastic?—I cannot say that it is.

6674. That is to say that there are a far larger number of constables who never get the opportunity of being thought of for promotion?—Well, they get the opportunity the same as anybody else, but perhaps they do not avail of it, or they are not capable of availing of it. The examination may be more severe.

6675. Mr. HEADLAM.—Are there the same number of posts of sergeant open to them?—I think they are very much the same in all these forces.

6676. The CHAIRMAN.—At any rate one idea you present is that if the maximum period for those who are promoted could be arrived at a little earlier, it might make a little difference?—Oh, undoubtedly it would. With regard to the request for an alteration in the pension scales, we desire to point out that the scale is as follows:—If a constable has completed 21, but less than 25 years' service, an annual sum equal to twenty-fiftieths of his annual pay, with the addition of two-fiftieths of his annual pay for each completed year of service above 20 years; and on completion of 25 years, an annual sum equal to thirty-fiftieths of his annual pay, with an addition of one-fiftieth for each completed year above 25 years, so, however, that his pension should not exceed two-thirds of his annual pay. We wish to point out that fractional increases after 25 years are exactly one-half those between 20 and 25 years, and that the service must necessarily bear heavier on a policeman after 25 years than before it. We ask, therefore, that the increases of two-fiftieths be continued after 25 years, with the reservation that the pension should not exceed two-thirds of the annual pay, which would then be reached after 27 years' service.

3d.; butter, 2 lbs. at 1/3 per lb., 2/6 (and that is a very limited amount of butter for a family); tea, $\frac{1}{2}$ lb. at 2/- a lb., 1/-; sugar, 5 lbs. at 2½d. per lb. 1/0½; cocoa, 6d.; milk, 7 quarts at 3½d. per quart, 2/0½. Taking the milk all the year round at 3½d. a quart from the dairyman who supplies me, it is the same summer and winter.

6687. Another witness said the Lucan Dairy gave it for 3d.?—Yes; I don't get it from the Lucan Dairy. Meat, 3 lbs. at 9d. per lb., 2/3; potatoes, 2 stone at 8d. per stone, 1/4; vegetables, salt, mustard and pepper, 6d.; oatmeal, 5d.; soap, 5d.; boot blacking and black-lead and starch and blue, 3d.; matches, boot laces and newspapers, 1/2; laundry, 2d. (that is merely 2 collars); fish, 6d.; coal, 1½ bags at 1/8 per bag, 2/6; church money and dues, 6d.; total, £1 0s. 4d. I add to that house rent, 9/3. That makes £1 9s. 7d. I deduct from that 2/6 for a room. A brother-in-law only lodges with me, and pays me for a room, but dines out, so he gives me 2/6 for a room—a furnished room. That leaves the total expenditure for household and rent £1 7s. 1d. Deduct £1 7s. 1d. from my net weekly pay of £1 10s. 11d., and it leaves 3/10 or £9 19s. 4d. per annum. Now a suit of clothes for £3 every alternate year is £1 10s., and an overcoat at £1 10s. every fourth year is 7/6 (and that is a very poor overcoat to do four years). Underclothing, cap, hat, ties, collars, and all those other things, £1; 3 pairs of boots every two years, £1 2s. 6d.; repair of my own and family's boots, 10/- (well, that is for leather only; I repair them myself); clothes and boots for wife, £3; clothes and boots for children, £1. In this case they would be considerably more but that my wife makes all her own and the children's clothes. One pair of black woollen uniform gloves, 1/-; total, £8 11s. Deduct that from £9 19s. 4d., and there is a balance of £1 8s. 4d. That leaves me £1 8s. 4d. per year to meet all other things, such as nourishment in the case of illness, the replacement of bed linen, delph, furniture, brushes, and many other requirements incidental to housekeeping. You will also observe that bacon and eggs are not included. The result is that I perform a tour of duty from 9 a.m. to 3 p.m., which means subsisting on a

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Constable JAMES J. McCARTHY examined.

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breakfast of bread, butter and tea from 8 a.m. to almost 4 p.m., or approximately 8 hours, and also performing night duty on the same diet. It can scarcely be considered a sufficiently substantial and sustaining food for long, wearisome and fatiguing tours of duty by day and night, under all weather conditions. You will also see that I can allow for myself and my wife only a half pound of meat daily. Divided between two it does not admit of a very sumptuous dinner. Fortunately my children are too young to be meat-eaters. If they were older I could afford no meat. I have already shown you the economies practised on clothing. Now, in face of my expenditure, how can a married constable with 5 or 6 children, aged, say, from 5 to 12 years, and drawing only 1/- weekly more than I do, support and clothe his family? They will naturally consume more food, and it will take a greater amount to dress them than mine. If he has to pay for the making of clothes and repairing of boots he incurs expenses I avoid. He will also very probably at this age, or very soon after, have to pay for their education. Well, now, judging from my own experience, that man must be living in a state of semi-starvation, and there are many men thus circumstanced in the Dublin police.

6688. Mr. HEADLAM.—What would he have to pay for education?—Well, the majority being Roman Catholics, send their children to the Christian Brothers' Schools, and it is 6d. a week there.

6689. For each child?—For each child. Of course, at the Model Schools in Marlborough Street, I think it is according to the means of the parents.

6690. The CHAIRMAN.—I thought it was in the Christian Brothers' Schools, too, that they did not charge a uniform rate all round?—I think it is a uniform rate, but they make reduced rates for the very necessitous poor.

6691. Mr. HEADLAM.—You have to pay money; you cannot get free education?—You could get free education nowhere except in the National Schools, but you will have to pay if you want to give your children some better position than that of grocers' porters.

6692. The CHAIRMAN.—Does your wife contribute anything to the household by earning money as a dressmaker?—Oh, no, she does not; she only does her own work. In face of these facts, it can scarcely be seriously contended that the married constable of the Dublin police has a living wage. There is nothing perhaps that tends so much to depreciate the value of the married constable's pay as the abnormally high house rent in Dublin. It is higher than in most English cities, and what further intensifies it in the case of the constable is the scarcity of moderately-sized cottages in respectable localities in Dublin. The result is that a policeman is generally forced to rent a house somewhat larger than he requires. It may be said that he can recoup himself to some extent by keeping lodgers, but I hope to show satisfactorily how fallacious such an assumption is. Following the precedent of former Commissions, you have, I presume, a return showing that 30 per cent. or more of the married men keep lodgers. Now I desire in the first place to say that most of these keep only one lodger. This one is usually a sister or sister-in-law who is employed at some not very remunerative occupation, and as a lodger is of no very appreciable advantage to the constable; but having a spare room just keeps this friend, as the keeping of any other lodger is out of the question for the following reasons:—The house that the married constable occupies is not the class of house that will attract the desirable, well-paying lodger. The working man is the only person who would lodge in this class of house. Owing to industrial disputes the police and working class have come into such serious conflict that the feeling of the latter towards the former is hateful, hostile and vindictive. That a policeman should keep as lodger one animated by this feeling is unthinkable. The house that would attract the well-paying, desirable lodger is let at a rent, to the policeman, prohibitive, and involves a risk he could not undertake, except he had a guarantee of a constant and unvarying number of lodgers. As a woman with four or five children has quite enough to do to attend to them, the keeping of lodgers would necessitate the

employment of a domestic servant. Now the gigantic and impossible nature of such a risk on the police constable's part is obvious when you consider the pay and cost of keep of the servant, heavy house rent, and possible defection of lodgers. Surely no sane man on a constable's pay could, or would, run this risk. There is another thing to which I desire to refer to show the utter inadequacy of the constable's pay—that is, that during periods of industrial unrest like these we have experienced very frequently of late years in this city prices in general become abnormally high; although these prices are only of temporary duration, the married constable who is in sore financial straits while prices are normal survives in a pecuniary sense these exceptional periods only by restricting his diet to the cheapest, coarsest and least nutritious classes of food. Surely if men had a reasonable living wage they could meet the cost of these periods without making painful and health-destroying sacrifices.

6693. Will you just explain that?—In the time of a strike the prices rise so much that you cannot get the food; you cannot get anything except a limited amount of the very cheapest, coarsest, and least nutritious food, because the prices rise and your present pay only enables you to live from hand to mouth, and from week end to week end, and as the prices rise you have no money to buy food. I will now show the increase in wages given since 1901 to the employees of some local firms. Not so much as a comparison, but as an illustration of the general recognition of the increased cost of living. I shall also give the wages of the Dublin Fire Brigade, and Postal employees in subordinate positions. Now, I will first take Guinness's. All the labourers in Guinness's Brewery in 1901 had 20/- a week; and now they have 28/- a week, an increase of 8/- during that period.

6694. Mr. HEADLAM.—Is that a fixed wage, on a scale?—This is a letter from St. James's Gate Brewery, Dublin, dated the 26th of February, 1914:—"With further reference to your letter of the 20th instant, we beg to inform you that our rate of wages for unskilled labour in first employment was 20/- per week in the year 1901, and 24/- per week in the year 1912. This tariff is increased over a period of years to a tariff maximum of 28/- a week at the present time. In addition to this we grant a number of allowances in the Brewery, such as sick allowances, in addition to the provision made by the National Health Insurance Act, pensions on retirement, and other privileges, none of which are contributed to by the men themselves." This is signed by Mr. Greene, the Secretary. Now, this is from the Great Northern Railway. Of course, the increases to these men vary as they are in different classes and in different departments—the Traffic Department, the Locomotive Department, the Permanent Way Department. The increases vary from 20/7 to 22/7 per cent. Traffic Department—guards, signalmen, shunters, foremen, ticket collectors, checkers, porters. Locomotive Department—drivers, firemen, cleaners, fitters, examiners, labourers. Permanent Way Department—gangers, platelayers, and labourers.

6695. The CHAIRMAN.—Give us the rises that those people have got, because all these are not exactly comparable with each other?—No, they are not. Traffic Department—passenger guards, first class, 1901, 28/6 per week, now 30/-; second class, 22/- to 26/- in 1901, now 27/- to 28/6; that is that on the minimum there has been a rise of 5/-. Goods guards, first class, 23/- to 26/- in 1901, now 27/- to 28/6. Second class goods guards, 22/- to 25/- in 1901, and now 25/- to 27/-. Signalmen, first class, then got 23/- to 25/-, and now 26/- to 28/-; second class, then 22/- to 24/-, and now 25/- to 26/6. Passenger shunters, first class, 22/- to 24/- then, and 24/6 to 26/6 now; second class 19/- to 21/- then, and 20/6 to 22/6 now. Goods shunters, first class, 25/- to 27/- then, and now 26/6 to 28/6; second class, 21/- to 24/- then, and now 22/6 to 24/6. Foremen (passenger), 27/6 to 30/- then, and now 32/- to 35/-. The maximum there is increased 5/-. Foremen (Goods), 30/- to 32/6 then, and now 32/- to 35/-. Ticket collectors, 18/- to 21/- then, and now 22/- to 24/-. Checkers (in the Goods Department).

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first class, 21/- to 22/- then, and now 22/- to 25/-. Second class 19/- to 20/- then, and now 23/-. (They have raised the maximum to 23/- and they have abolished the minimum). Porters, passenger, 14/- to 15/- then, and now 17/- to 18/-; porters, goods, 16/- to 18/- then, and now 20/- to 21/-. Locomotive drivers, 30/- to 48/- then, and now 36/- to 48/- (they have raised the minimum by 6/-). Firemen, 19 6 to 27/- then, and now 19 6 to 27/- (no rise). Cleaners, 12/- to 14/- then, and now 12/- to 15/-. Fitters, 33/- to 36/- then, and 35/- to 36/- now (the minimum has been raised by 2/-). Examiners, 24/- then, and 26/- now. Labourers, 15/- to 17/- then, 16/- to 18/- now. In the Permanent Way Department, gangers, 20/- then, now 23/- plus 2/6 rent allowance. Platelayers, 15 6 then, now 18/- plus 2/6 rent allowance. Labourers, 14/- to 16/- then, 16 6 to 18/- now. Now, as regards firemen and drivers, the General Manager adds: "Other concessions which are appreciable, but which cannot be reduced to terms of money have been given to these grades. These wages are for a week of six days. Sunday duty is paid for separately at the rate of time-and-a-quarter;" and in the summer time the staff at Amiens Street and Clontarf work two Sundays out of three, so that adds considerably to their pay.

6696. Does that scale of pay apply to any particular place?—At Dublin, in 1901 and 1914. This is from Mr. Bagwell.

6697. Mr. HEADLAM.—Does he say anything about whether these people are pensionable, do they get any pension from the Company in addition to this pay?—I cannot say anything about that.

6698. You did not ask does the Company give them pensions as well?—I did not.

6699. The CHAIRMAN.—Then will you proceed?—The next is the City of Dublin Steam Packet Company, stating that the pay of the Quay labourers has been increased from 27/- to 30/-.

6700. Mr. HEADLAM.—Ordinary unskilled labourers?—The Quay labourers. This is from Dr. Callaghan:—"In reply to your letter of the 20th instant, the rate of the pay of the Quay labourers up to 1911 was 27/- per week, and since then it has been increased to 30/- per week." That is from Dr. Callaghan. The Quay labourer has the same pay as the constable after fifteen years' service, and he receives that for six days' work only.

6701. Is he pensioned as well?—I do not think so; but I will take now the Dublin Corporation Fire Brigade. In 1901 they commenced at £1 2s. 6d. per week, and went up in their 8th year to £1 12s. 6d., the maximum. Now they commence at £1 7s. 6d. per week, and go up in their 8th year to £1 17s. 6d. That is the maximum.

6702. The CHAIRMAN.—Is that the ordinary fireman?—The ordinary fireman. Every man gets 8d. a week for each stripe as well, and when estimating his pension these contributions are estimated as well as his clothing, and the whole cost of upkeep.

6703. Mr. HEADLAM.—Have they anything higher in the Fire Brigade?—They have, but I am only dealing with the lower grades. They get uniform, clothing, medical attendance, fuel, light, and bedding free to single men. The married men get quarters, light, and three tons of coal annually free. They are now pensioned under the provisions of the Dublin Market Act of 1901 on two-thirds of the total of pay at date of retirement, and they can retire after 25 years' service.

6704. And there is no deduction from their pay?—No deduction. The whole cost of upkeep is included in estimating their pension; but at the time of our Inquiry in 1901 they had no pension. It will be seen that from 1901 to 1913 the minimum and the maximum pay have been increased by 5/-, as well as increased intervening increments, and the adoption of a generous pension scheme. It will, however, be interesting to compare the rates of pay in 1882, the time the existing rate of pay of the Dublin Police was fixed, with their present pay. In 1882 the Fire Brigade men were divided into four classes. The first class had £1 2s. per week, the second class £1 1s., the third class £1, and the fourth class 18/-. Therefore, you see, the first class man now has 15/6 per week more than the

first class man of 1882, and the man who joins now starts with 9/6 per week ahead of the man who joined in 1882. There is also a generous pension scheme now; there was no pension scheme in 1882.

6705. The CHAIRMAN.—Then house rent was not so high?—I think not. I was not married then.

6706. But all this generosity makes the taxation higher?—Well, I shall now take the stokers in the General Post Office. Those men prior to 1909 commenced at £1 1s. and went up by annual increments of 1/- a week to £1 5s.

6707. What do they do?—Fire the engines and all that sort of thing. As the result of the recommendation of a Committee of Inquiry known as the Hobhouse Committee, their minimum wage is now £1 5s. 6d., or more than their former maximum, and they rise by an annual weekly increment of 1/6 to a maximum of £1 15s., or an increase in their maximum of 27.2 per cent. The weekly increments in this instance have been increased by 50 per cent. Engine drivers in the G.P.O. had prior to 1909 a maximum weekly wage of £1 5s. 6d., rising by annual weekly increments of 1/- to a maximum of £1 13s. As a result of the recommendation of the Hobhouse Committee, they have now a minimum weekly wage of £1 9s. 6d., rising by annual weekly increments of 1/6 to a maximum of £1 18s., or an increase of 15.7 per cent. In this case also the weekly increments have increased 50 per cent. These men work only 48 hours per week and are paid overtime for any time worked in excess of these hours at the following rates:—First six hours at time-and-a-quarter; next six hours time-and-a-half; next six hours and upwards double time. The pay in London is something higher than in other towns, such as Manchester, Birmingham, Dublin, and others, which are known as provincial towns. Now, if you compare the pay of the ordinary postman with that of the policeman you will see how much more favourably the postman is treated. The postman now commences at £1 3s. 6d. and rises to £1 17s. The Holt Committee abolished the stripes and gave them a monetary increment instead, and they rise to £1 17s. a week. They get a boot allowance of £1 1s. per annum. Sunday work is paid for at time-and-a-half and that means every second Sunday, for they work every alternate Sunday here, and they are paid overtime at time-and-a-quarter, and the taking of Christmas Boxes is permitted, and it amounts in Dublin, according to the walk, to from £5 to £30, and that is a big addition to the weekly average.

6708. Mr. HEADLAM.—What do they go on to?—They reach £1 17s. 6d.

6709. That is for six days?—Yes, that is for six days, and they are paid for Sunday as overtime.

6710. How long does he take to get to the maximum?—They used to take 24 years formerly, but they reach it now, under the recommendation of the Holt Committee, much sooner. Well, now, considering the nature of a policeman's duty, his risk and responsibility, the reason for placing him on a lower scale of pay than a postman is inconceivable. Perhaps, however, it is because postmen belong to an association analogous to a trades union, and can thereby bring pressure to bear on the Government, and see that their interests are not neglected. When an English police force recently contemplated the forming of a trades union the Press of the United Kingdom, with the possible exception of the labour organs, held, and I maintain rightly held, that such a thing could not be permitted. Well, I maintain that a trades union among policemen would be subversive of all discipline and inimical to the proper preservation of law and order, and is, consequently, a thing no Government can permit. But then I respectfully submit that it is the duty of the Government to see that these men are as well treated and their interests are carefully looked after as if they belonged to the ranks of organised labour. That is, if you find it desirable to fetter a man, you are in justice bound to see that the fetters do not inflict avoidable pain. Now, it is usual to draw comparisons between the artisan and labourer and the policeman, but I hope to show by a comparison of their obligations, risks and responsibilities that the positions are altogether incomparable. Take

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now, first, the artisan earuing from 37/- upwards. He may, and I know several instances where he does, live in a tenement room, with comparatively little furniture, at a rent of 2/6 to 4/- weekly. A policeman is bound by regulation to live in respectable lodgings, necessitating, owing to the scarcity of moderately-rented cottages in respectable localities in Dublin, the payment on an average of 9/- per week rent. As his house is visited periodically by an officer, it has to be properly furnished. Secondly, the artisan's wife can, and very many do, supplement her husband's earning by street trading as vendor of fish, fruit and vegetables, and if his pecuniary circumstances permit, he can keep a shop or transact any kind of business. Thirdly, the artisan's clothes are regulated by no imperative standard of respectability, but the policeman must have a respectable suit of plain clothes, and the policeman's wife is prohibited from carrying on business.

6711. I thought we were told that a policeman's wife could do dressmaking?—Yes; but all their wives cannot be dressmakers.

6712. There is no prohibition, but she finds it difficult?—Well, she is excluded from shop-keeping or anything else like that, or carrying on any business of that kind, if you except the dressmaking and the keeping of lodgers, and I have have shown you how very impossible the keeping of lodgers is.

6713. I wished only to call attention to the use of the word "prohibited." It is not prohibited by the rules, is it?—The only exception would be dressmaking. She is prohibited from carrying on a shop. She cannot carry on business.

6714. Is she forbidden by the rules from carrying on a shop?—Yes.

6715. She is not allowed to keep a shop away from the house where she lives?—Oh, no, she is not allowed to keep it under any circumstances. The artisan works only six days per week, and a policeman works seven days. An artisan, labourer or any such man who works on Sunday is paid extra for it. Sunday is treated as an ordinary working day for a policeman, and I will incidentally remark that it is the very hardest day in the week for the policeman. The artisan who works any time in excess of his regular hours is paid overtime. The policeman gets no monetary remuneration for extra duty. The artisan or labourer has no serious risks to run in the course of his occupation. The policeman is daily confronted by the possibility of an encounter with the murderer, lunatic, desperate criminal or violent rioter. He is in perpetual danger of loss of life or limb. The policeman has to pay his

rents, bills, etc. These conditions, however commendable, are not imposed on the artisan by his employer. These are surely some reasons why a policeman's pay ought to be based on a higher scale than the artisan's or labourer's. Again, it must be remembered that it takes no inconsiderable amount of moral and physical courage to properly discharge a policeman's duty, while the tranquil occupation of the artisan or labourer demands no such rare or lofty attributes. The proper material for the formation of an efficient police force cannot be so easily obtained as is sometimes thought. Dublin in the past has been fortunate to possess a police force whose honesty, uprightness, courage, and unwavering fidelity to the highest ideal of honour and duty gained them the appreciation of all impartial observers. I make that statement in no egotistic spirit, but as an incontrovertible fact. In the light of recent craft and dishonest scandals in other police circles it is evident that a police force animated by the admirable ideals and characteristic qualities of the Dublin Police is a very valuable acquisition. In face of the increased cost of living and improved wages in other pursuits of life it is evident that the present scale of pay will not in the future attract the same class of candidates as in the past. The result, probably, will be a startling impairment of the prevailing high standard of efficiency, probity and self-respect. I now wish to point out that private employers can, and past examples show they do, advance the wages of their employees to meet the cost of living, but as an adjustment of our pay requires an Act of Parliament, it cannot always synchronise with an increase in the cost of living. Therefore, our scale of pay ought not to be regulated so much by the existing prices and rates of wages as by undoubtedly higher prices and increased wages of the future. Now, the constables of the troop request an increase of boot and glove and spur allowance of 1/2, presently existing, to a sum of 2/- per week. Of course they give you a list of the items that constitute their expenditure, but they are similar to those you have already had. As regards the demand for pension, my evidence would be a repetition of the evidence of previous witnesses, and there is no use in going into that; but I wish to say that, so far as I am concerned, and I know I voice the feelings of the married constables of the service, what is most urgently required is such an increase in our present pay as will enable us to properly feed our families and ourselves—a thing, unfortunately, we cannot do at present owing to high rents and high prices.

The Committee adjourned for luncheon, and resumed at 2 p.m.

Mr. PHILIP ROGERS examined.

6716. The CHAIRMAN.—You are in the employment of the firm of Messrs. Andrews and Co., Dame Street?—Yes.

6717. Who are among the principal wholesale and retail houses in the city?—Yes; and before that I had been for over 20 years in Falkners in Grafton Street.

6718. Another wholesale house?—They closed their wholesale grocery trade and went entirely into the wine and tea trade, and Andrews took the wholesale and retail grocery trade from them, and I went over from Falkners to Andrews to take charge of their department.

6719. At any rate you have a long experience of that trade?—I have, sir.

6720. Now, you are aware of the object with which we have asked you to come here?—Yes, sir.

6721. And that is to give us not only generally but within certain dates an accurate comparison of the prices, to-day and at former periods, choosing those periods for yourself?—Certainly, sir.

6722. Have you any document?—Well, I have a small one.

6723. Well, with what necessities of life that would be in ordinary use in a policeman's household are you acquainted?—Well, I have been for a number of years

buying sugar and tea, rice, soap, starch, bacon, tinned beef, bovril, and things like that, and cereals. I have been for over 20 years buying cereals, rice, tapioca, sago, and all those things.

6724. Do meal and flour come within the range of your experience?—Well, flour a little. I had to contract for flour, but it did not amount to much, but I can speak of flour because I had to contract for it. In cereals I used to do a lot over 15 years with the Prisons Board of Ireland. We used to take a large contract for cereals, for instance, rice, sago, and tapioca. With regard to rice, we had a contract 15 years ago, and we bought rice direct at that time from Rangoon. We could buy it and make a contract for 9/- and at the present time if we bought that rice in Rangoon and made a contract we should have to charge about 15/-, that is an advance of 6/-.

6725. Is that by the cwt.?—By the cwt.

6726. By the 8 stone?—Yes, by the 8 stone.

6727. Perhaps you would give us the present prices and former prices of things like tea, sugar, and bacon? Well, tea is a commodity that you cannot deal with exactly in the way of former prices and present prices because there is always a 1/6 tea and always 2/-, but all teas are gone up. Labour sends them up. There are shorter hours and men are paid better wages now than they were paid in 1883 or 1891 on the Plautations, very

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Mr. PHILIP ROGERS examined.

[Continued.]

much better paid. They have better houses and people have to feed them better and have to house them better. At that time it was very different from what it is now on the plantations. Tea has accordingly gone up about 4d. a lb. You can always get tea if you ask for tea at 1/6, but you cannot get it as good. You can always get a tea at 1/9 or 2/4, but you won't get the same tea as at that time.

6728. Do you say that it would be a habit of the general public, including the police in that category, to distinguish between the quality formerly and the quality now supplied for 1/6, and that instead of paying 1/6 for tea now they would pay 2/-?—Certainly. Ten years ago you could buy decent tea for 1/6, but if you want the same tea you will have to pay at least 1/10 or 2/- for it now.

6729. Mr. HEADLAM.—People here in Ireland, I believe, drink a better quality of tea than in England?—Certainly, because it is cheaper in the end; it takes a less quantity.

6730. They seem to have a lower quality now?—Some are satisfied with the cheaper article.

6731. I see in the estimate for a married sergeant in 1883 that he allowed for $\frac{3}{4}$ of a lb. of tea at 2/8 a lb. in his weekly expenditure, and to-day we have evidence that 2/- a lb. is all they pay?—If you are satisfied to pay 1/6 a lb. for tea, the same as you paid ten years ago for tea, you will find in the end that you will be losing over the transaction, because it is not the same tea.

6732. The CHAIRMAN.—I do not think it was that exactly that was referred to but the drinking by the Irish people of expensive teas. Your experience goes back for a considerable number of years no doubt?—Yes.

6733. Then you will have noticed that in such districts, surely, rural districts, people 25 and 30 years ago were in the habit of giving 3/6 per lb. for tea?—Quite right.

6734. Thinking that they got better value, but that that has gradually worn away of late years and that they are not so critical about a high priced tea?—Well, there might be something in that; I did not look at it in that light. I think that at that time although they paid 3/6 a lb. for tea they did not spend so much a lb. on an average in the year in buying tea as they now spend in buying it at 1/6.

6735. Mr. HEADLAM.—They made it go farther?—Certainly, and you will find on the average that you spend more on tea now, buying it at 1/6 than at 3/6 at that time.

6736. The CHAIRMAN.—You conclude that there is a difference of 4d. to 6d. a lb. in tea if a person wished to drink the same quality?—Yes.

6737. Another commodity is sugar?—Sugar, yes. For a number of years the German Government and other Governments in Europe were satisfied to give a bounty on sugar. It meant this, that in those countries, say in Germany and in parts of France, Holland, and Belgium, they were satisfied to give a bounty to encourage their people to plant beet. After a number of years the different Governments in Europe have arrived now at saying, "Well, we will take off that bounty. Now everything is working very well, and I think our Governments cannot afford to give this bounty for very much longer."

6738. They think the trade is established?—They think the trade is established and they have so many mills established and these mills are starting up in the country about them, and it means that when they are taking off that bounty now the price of sugar must go up.

6739. Has it gone up?—Oh, certainly it has gone up. Five or six years ago you could buy decent crystal sugar wholesale for about 13/6, and the same sugar to-day is about 15/9.

6740. Mr. HEADLAM.—How much a pound retail—the retail price would be more, would it not?—The retail price would be more in proportion.

6741. The CHAIRMAN.—From 2d. to 3d.?—It would mean 2d. a pound, $\frac{1}{4}$ d. advance in the sugar. People

are spending more on sugar now in their own country. They are using more of it, and therefore it has gone up. The population has gone up, and it is more used.

6742. It was estimated in 1883 that they used 4lbs. a week at 3d. a pound. Do you think that they use more than 4lbs. a week now?—They use more than 4lbs. now certainly. The crystal and other sugars are all gone up in proportion, especially the cane sugar. There is very little cane sugar on the market. They found that cane sugar does not pay, and it has gone out of the market accordingly, and if you want to pay for pure cane you will pay high for it.

6743. Now tell us about the bacon?—I do not know very much about bacon; it is not so much in my line. I know that the bacons have gone up. You can understand that bacon has gone up, because they are not importing so much bacon from Canada now. I remember some years ago making a contract for bacon, and I could buy Canadian and American bacon for about up to 60/- and 70/- a cwt. Now if you want to buy Canadian it is nearly as dear as Irish, and you can understand that, because in Canada the population has increased, and the population of the United States has increased, and they want it all for themselves.

6744. Does butter come within your line?—Well, I do not know so much about butter.

6745. The other articles you spoke about were rice, and so on?—Yes; rice at the present time, Rangoon rice, has increased enormously. The Japanese and the people of the Eastern countries are forming Western ideas, and keeping standing armies, and they are keeping all the rice to themselves, and at the present day you could not buy any decent Rangoon rice. We used to buy it for 8/- or 9/-; but now you cannot buy it for less than 12/-.

6746. Now is there any other commodity about which you would like to give us some information, if you will just look at your list?—Well, tinned beef has gone up the same way. You can understand that. That means that fresh beef has gone up in proportion to tinned beef.

6747. Does the ordinary policeman's household deal largely in tinned beef?—It means that when tinned meat goes up the fresh meat goes up accordingly.

6748. Mr. HEADLAM.—Do they consume much tinned meat?—Oh, they do. When the fresh is dearer than the tinned meat they get the tinned meat. Now, for instance, take Bovril. Bovril has gone up in the last year. We have increased our price over 20 per cent. on all those articles.

6749. The CHAIRMAN.—Is there any other commodity there in your list?—Bacon has gone up very much in price too, Canadian bacon. Irish bacon has gone up 25 per cent.

6750. Now you live in the city?—I live in the city.

6751. Or in the suburbs?—Well, I may say in the suburbs; I am living at Sandymount.

6752. Are you a householder?—No.

6753. I need not ask you what the household expenses are. I really wanted to know this. In your own experience does it cost you more to live now than it did eight or ten years ago?—It does indeed, sir. I was living in Rathmines, and it costs me about 7/- or 6/6 a week more now.

6754. Than it did ten years ago?—Yes, more than it did ten years ago.

6755. When did that begin?—It has been gradually increasing. When I moved from Rathmines I moved to Pembroke and I paid about 3/6 of an increase, and I went to Sandymount and I had to pay an increase. Where I am now I cannot say that I am getting any better fare and I am paying 6/6 of an increase on what I paid ten years ago, and coals have gone up in price, my landlady tells me frequently.

6756. She does not make light of the increase?—Oh, no, not at all; she tells me coals have gone up in price and everything has gone up in price and I must accordingly pay.

6757. Have you anything to say about the cost of labour?—Well, I do not know very much about labour,

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Mr. PHILIP ROGERS examined.

[Continued.]

except that we have a small farm down in the country. My father died when I was very young and he left it to my mother and me, and we are trying to manage it since, and I cannot live at home because it would not pay me. Labour has very much increased.

6758. What county is this?—Kildare, just outside Downings, a small farm, and we were able to get a labourer 15 years ago at 9/- a week, and these labourers won't work for that now. We are giving a man now 15/-; and then another man has to come in occasionally when we are mowing, and we have to give him 3/- a day.

6759. Have they arrived there yet at the half day on Saturday?—Not yet.

6760. Mr. STARKIE.—Have Messrs. Andrews many employees?—Yes, they have about 45 or 50.

6761. How do their salaries now compare with what they were, say, ten years ago?—Before I went over from Falkners, a young man who was afterwards transferred to Andrews and Co. with me, had his wages increased about 10/- a week.

6762. Is that due to length of service or any other reason?—I don't think so; they would not increase that man for length of service. I should say that they had to increase it because the man could not live on his former wage. When you go there you must start and learn your business; but after that you must live.

The CHAIRMAN.—Thank you, Mr. Rogers.

Constable MICHAEL DAVIS examined.

6763. The CHAIRMAN.—What station are you in?—Kingstown Station, the "F" Division.

6764. And what is your service?—Seden years and three months.

6765. What is your native place?—The County Kerry, sir.

6766. Now, you wish to bring before us the circumstances of the unmarried constables?—Yes, Sir David.

6767. And you have been here I suppose while the other constables were being examined?—Yes, I have.

6768. We do not want to restrict you?—I quite understand; you do not want repetition.

6769. We do not want unnecessary repetition; but perhaps you may feel it necessary to repeat some things, and we leave that to your own judgment?—You have already heard the claim of the constables of the Dublin Metropolitan Police for an increase of pay and certain allowances and pension, and that has already been laid before you by other constables. Well, the single constables base that claim on the increased cost of living and on the material increase of wages given to English and Scotch police forces, and to local labour in Dublin. They see no reason why they should not receive a wage equal to that paid in the principal English and Scotch cities. Dealing with the cost of living, it has increased according to the Board of Trade returns, which have been already tendered by other witnesses, 28½ per cent. Well, I might improve upon that fact. It is laid down by the Board of Trade as existing from 1900 to 1912. It was not quite clearly shown what the commodities were upon which that 28½ per cent. rise was estimated. The Board of Trade arrived at these percentages of prices by different methods. It is on food. I have an extract from the Board of Trade returns. This comes to 27.1 per cent. It includes wheat, bacon, milk, butter, cheese, eggs, sugar, tea, coffee, tobacco, etc. It includes all the necessities of life.

6770. Mr. HEADLAM.—Which page of the Board of Trade return is that?—Cotton, wool, and wheat, are taken from page 310.

6771. Who made up the figures?—We copied them.

6772. Did you find the actual figure of 27.1 in the Board of Trade return?—No, it was worked out; but I find the increased percentage in the various articles.

6773. And is that since 1900?—Yes.

6774. Do you remember the Command Number of the Board of Trade return?—It is from the Board of Trade Report.

6775. Is this the one (report produced)?—Yes; that is it.

6776. This is Command Paper 6955?—Yes; that is the one.

6777. That is a comparison between 1905 and 1912, and you said 1900?—1900, yes; that is the one.

6778. Then we assume it is Command Paper 6955. What page?—Well, the articles are taken from different pages, 310, 311, 307. I find the item there referred to cotton, in 310, and it shows an increase from 1900.

6779. Wholesale prices?—I think it would affect them equally.

6780. The CHAIRMAN.—Then, will you go on?—Well, I have had the opinion of several local business men in the provision trade, who have informed me that it is their general belief that this increase in the cost of provisions will continue steadily for years, and they give various reasons for it, that you have already got. They say it arises chiefly from particular systems of business which has been established in England and Scotland in recent years; that is, multiple retail shop companies and combined co-operative trading. They have become federated together, and draw their supplies entirely from this federated source. It is this feature in their trading that inaugurated the rise in price and higher cost of living. With enormous financial facilities they enter the markets, and a certain and assured output to their supporters through their own retail shops, and they compete not only against the individual traders but against each other. The result is that the colonial and foreign producers obtain from 20 to 40 per cent. higher prices from their produce than they did previous to the existence of these concerns, which is the sum and substance of the increased cost of living. As those companies increase in number the price of food will continue to rise. It can be easily understood that this increase in the cost of provisions affects a policeman more than the ordinary working man by reason of the fact that the policeman must purchase the best and most nutritious food obtainable, whereas the ordinary working man can buy his meat much cheaper by buying the cuttings and waste meat, and can travel from one shop to the other until he gets a bargain, but a policeman cannot adopt this system. It has been the experience of a policeman in Dublin that he is always charged the highest price for food and clothing. Dealing with clothing, I wish to say that owing to the fact of a policeman being being exposed to all classes of weather, having possibly to remain stationary for six or eight hours in all conditions of weather, he requires more underclothing than any other ordinary working man, because the energy of the other working man creates a certain amount of heat, whereas in the case of a policeman, who has to stand stationary, if he had not sufficient clothing he would contract rheumatism and other things. Owing to the tight fitting of his uniform and the standard of cleanliness that he must maintain, his clothes must be more often changed than those of other working men. The tight fitting of his uniform causes the necessity of his clothes being changed more than in the case of any other working man, and he must always have a respectable suit of plain clothes; boots, shirts, etc., must be of the best quality, as they are inspected monthly, and the general appearance of a policeman in plain clothes materially affects his advancement in the service.

6781. Mr. HEADLAM.—Then the plain clothes are inspected as well as uniform?—Yes; they are inspected every month, and that includes shirts and socks.

6782. You mean underclothing; you don't mean suits?—Suits also.

6783. Outside clothes, too?—Yes. I wish to call attention to the substantial increases of pay granted to English and Scotch police forces since 1901. Contrasting the duties discharged by the police in Dublin with those cities, excepting for the moment the B and E Divisions of the London Metropolitan Police, they are practically the same, except that the Dublin police discharge their duties under more trying and difficult circumstances, as the people of Dublin are antagonistic towards the police, and will not in most cases obey their orders and instructions until compelled to do so by prosecutions, which is proved by a comparison of the average annual prosecutions per man in London and Dublin. It works out at 31 cases per man in Dublin to 7 in London. The public in most English and Scotch cities assist the police, while in Dublin it is the one unforgiveable sin to come to a policeman's rescue, and people will be pointed at.

6784. Have you any experience of English and Scotch cities?—No. The chance of advancement in Dublin and London change the relative value of weekly wage enormously. A young man joining the London Metropolitan Police, if intelligent and well conducted, will reach the rank of sergeant at five or six years' service, and the majority of men get their promotion between four and twelve years' service; whereas in Dublin, no man, no matter what his qualifications are, can get promotion before fourteen years' service. The same applies to all ranks. The London police get a day's rest every week, and we have to work seven days in the week. I have here a list of some city employers who found it necessary to raise the wages of their employees from 20 to 40 per cent., they having recognised the fact that it was impossible for men on the existing wage to procure a sufficiency of food and clothing owing to the increased cost of living to keep up the strength and comfort necessary to enable them to do their work properly and live above starvation. These wages are in the majority of cases higher than the policeman's. The Commission of 1901 referred in their report to a passage of the evidence of Mr. J. B. Wright, Chief Constable, Newcastle-on-Tyne, which was as follows:—"There is very great demand for labour with us when we had got men after remaining a few months they got more remunerative employment and resigned, so it was thought desirable to encourage them to remain." And the report says—"These were the conditions which obtained in Ireland in 1872, and rendered necessary the great increase in the rates of pay which then took place, and when similar conditions again obtained in Ireland the same results must follow." This now prevails. It can be easily seen and understood from a glance over the number of recruits obtainable at the present day and a comparison of the number registered in previous years, that the police is no longer considered a lucrative position. The average number of applications for admission to the Force from 1901 to 1911, both years inclusive, was 336.63. This fell to 15 first class and 15 second class on the 1st of March, 1914. The total number on the register for 1913 was 99. The average annual wastage of the Force is 66. This goes to show that the present pay is not sufficient to attract and retain in the Force as good and as many men as are required to keep up its efficiency. Owing to the general increase of wages granted to workers of all classes men who possess the physical and literary qualifications necessary for a policeman find they can do better by remaining at home or emigrating. They also recognise the fact that by joining a police force they sever for ever their connection with their friends and associates, and that they in future will be debarred from taking part in any national sport or entertainment. The Gaelic Athletic Association, which is a powerful organisation throughout Ireland, will not permit any member of the D.M.P. or R.I.C. to compete in any sports held under their rules; and, as the average recruit is a man of athletic ability, he feels that the present prospects and wages paid to police are not worth the sacrifice. He also finds that the ordinary worker and farm labourer of to-day can put by more money than a policeman can from his earnings. He lives a free and easy life, and is his own master, and can associate with all his friends, and the drudgery which was connected with farm work some years ago

has been completely abolished by the introduction of machinery. The Government have taken every possible step to improve the conditions of workers of all classes in Great Britain and Ireland by fixing a minimum wages for miners, a National Health Insurance Act, Workmen's Compensation Act, and Old Age Pensions Acts, raising the wages and generally improving the conditions of the soldier and sailor, Post Office officials and the police of England and Scotland; whereas the condition of the Irish police remained unchanged. I assert that the Irish police is the most important branch of the public service, and that they have during their history earned a reputation for general character, ability, civility, honesty and fidelity that has no equal as a police force. The manner in which the Dublin police, assisted by the R.I.C., discharged their duty during the recent labour riots and the valuable protection they afforded to person and property, call for special recognition. I am positive that if a substantial increase of pay is not granted a large number of young men will resign and leave the service, as they believe they can do better in any other position. Some will, to my own knowledge, be reluctantly compelled to resign to escape dismissal for debt.

6785. The CHAIRMAN.—Single men?—Yes, single men.

6786. Mr. HEADLAM.—Do you mean that they emigrate or that they will find other occupations in Ireland?—Well, as a matter of fact, if they only went to work as an ordinary quay labourer they would be paid better. I know an instance of a man resigning here. He had a year's service, and he went and joined the Liverpool Police.

6787. I was talking of employment in Ireland. In order to get better employment would they have to leave Ireland?—Oh, no; if a man went to work; as a matter of fact, an ordinary quay labourer.

6788. Would he get permanent employment as a quay labourer?—Yes; a man with the physical capability of a policeman. I have here a return showing the average weekly expenditure of a single constable. Food alone costs him 15 7½ per week. Dinner is provided by a joint mess for six days per week. Friday's dinner, breakfast, tea and supper are provided for each constable for his own use. If a policeman wishes to preserve his health and be of any use to the public, he must purchase weekly every article of food included in this list. A man going on duty for six hours without a break must have a substantial breakfast. Men on night duty must have a substantial meal at midnight to enable them to remain out from 1 to 6 a.m. The Commission of 1901 suggested that by employing a civilian caterer the bill could be much reduced. This was found unworkable, as the dinner supplied by city caterers would not make a lunch for a policeman. The average policeman has a large frame, 6 feet in height, 14 stone weight, and will eat 1 lb. of meat for dinner. I have known men who could eat 1½ lbs. of meat for dinner. Again, it would be impossible for men to have a joint mess or mess collectively owing to the different reliefs and irregular way men come off and go on duty. For instance, breakfast is on from 5 a.m. to 1 p.m.; dinner from 1 to 4 p.m.; tea from 5 to 9 p.m.; supper at 10 p.m.; tea again from 12 midnight to 2 a.m. The total weekly expenditure comes to £1 4s. 4½d., leaving a balance of 3s. 3½d. out of my weekly pay of £1 7s. 8d. Well, in that bill I have included nothing but what is barely necessary as regards provisions, and if you please I shall read the items for you. Dinner provided in mess, 6 days per week, at 11d. each, 5s. 6d. That is about the average; it is 6s. in some barracks.

6789. In 1872 it was 6s. 4d. apparently for a single man?—There was some economy practised since. Friday's dinner, not provided in the mess, 10d.; ½ lb. of tea per week, at 2s. per lb., 1s.; 2 lbs. of sugar, at 2½d. a lb., 5d.; 1¼ lb. of butter, at 1s. 4d. per lb., 1s. 8d.; 1½ lb. of rashers, at 1s. 2d. a lb., 1s. 9d.; one doz. of eggs, at 1s. 7d. a doz., 1s. 7d.; 5 loaves of bread, at 3d. a loaf, 1s. 3d.; 7 pints of milk, 1 pint per day, at 1½d. a pint, 1s. 0½d.; oatmeal, 1d. per day, 7d. That totals 15s. 7½d. Well, there is no item included in that bill that a policeman could possibly do without; and another thing I would wish to

emphasise is the irregularity of the meals, and a policeman will use more tea and sugar than any other ordinary working man on account of night duty, coming off at 6 o'clock in the morning, and he may have to attend the court, and he may have tea when he would come off at 6 o'clock and have tea at 10 o'clock when he would go to the court, and have breakfast on returning after about an hour.

6790. The CHAIRMAN.—Don't they ever take porridge?—Yes, they do, and I have an item here of oatmeal for porridge. Well washing weekly comes to 1/1, that is one handkerchief, two shirts, one inside shirt, one drawers, two pair socks, two collars; then miscellaneous items, blacking 1d.; bootlaces, candles, 1d.; newspapers 7d.; Church money 4d., that is 1/2; barrack rent 1/3; servants 1/3; band 1d.; widows and orphans fund 1½d., that is 2/8½. Then there is annual expenditure, one suit of clothes per year £3 10s.; one overcoat every four years 15/-; two shirts per year at 5/-, 10/-; two inside shirts at 3/-, 6/-; two pair drawers at 3/6, 7/-; six pair socks at 1/-, 6/-; one hat at 4/-; one dozen collars at 6d., 6/-; two ties at 1/6, 3/-; half dozen handkerchiefs at 3d., 1/6; two towels at 1/-, 2/-; one set brushes at 3/-; two pair boots, one 20/- and one 14/-, £1 14s.; repairing boots 6/-; repairing uniform 10/-; three pair uniform gloves, one white and two black, 3/-; Church contribution 10/-. Well, that yearly expenditure amounts to £9 16s. 6d., or 3/9½ weekly, therefore the total weekly expenditure is £1 4s. 4½d.

6791. Mr. HEADLAM.—Is your whole expenditure included in the £1 4s. 4½d.?—Yes, £1 4s. 4½d.

6792. Have you clothes, great coat and things of that sort, in your weekly expenditure?—I am putting the weekly expenditure at £1 4s. 4½d. The annual expenditure is £9 16s. 6d., and that works out at 3/9½ weekly, and I add that to the 15/7½.

6793. The CHAIRMAN.—What does the 15/7½ come to in the year?—I did not make that out; but £9 16s. 6d. in the year comes to 3/9½ in the week.

6794. And what is the other figure?—15/7½.

6795. Mr. HEADLAM.—That makes 19/4½?—Yes, but then there is washing, 1/1 weekly.

6796. But is not that included in the 15/7½?—No, sir.

6797. Is it included in the 3/9½?—No, sir.

6798. Is there any addition?—Yes, weekly washing, 1/1; miscellaneous (that is blacking, bootlaces, candles, newspaper, and Church money), 1/2; and barrack rent, servants, band, and Widows and Orphans Fund, 2/8½.

6799. That makes £1 4s 4d. a week?—Yes, £1 4s. 4½d., and my weekly wages are £1 7s. 8d.

6800. That leaves 3/3?—Yes. Then there is no provision made for tobacco or a pint of porter daily,

which is as necessary to the policeman as an article of food owing to the anxiety of his duty, and I am left 3/5 to provide for a holiday; and the police as a rule all smoke, and by the time I pay 1/- a week for tobacco and 1/2 for one pint of porter daily, that would amount to 2/2 and that would leave me 1/3 to provide for a holiday, without the question of sending any assistance to my parents.

6801. The CHAIRMAN.—I asked for the yearly basis to compare it with the estimate given in 1883. A witness was then asked what were the expenses of a man living in barrack and they were given at £76 17s. a year, and that included two ounces of tobacco weekly and two pints of porter daily, and I think all the items which you gave at the prices of day besides night shirts, which I do not think you mentioned?—No.

6802. You did not mention washing, I think?—Yes.

6803. The CHAIRMAN.—Well, Constable, is there anything further?—Well, no, Sir David, I have nothing further to add.

6804. There is one statement that you made which I would like you to explain a little more clearly. You say that you know of a number of single men in the Force that would be obliged to leave on account of debt?—Yes, Sir David; that is men who were under certain circumstances compelled to take a holiday and go home on the deaths of friends, or something, and had to borrow money for the occasion, and were scarcely ever able to pay it back out of their earnings.

6805. You mean that they borrowed money to go on leave?—Yes.

6806. And then when they came back they were not able to pay it?—Yes.

6807. But you did not mean that men were in debt for their weekly necessities?—Oh, no, Sir David.

6808. Then the leave debt would not be a very serious thing, and a man ought to be able to get out of that?—They can barely provide the necessities of life.

6809. I am glad that you explained that matter about debt, because it would not be a nice thing to think that there was a large number of Metropolitan Police, single men, so cumbered with debt that they would have to resign?—I did not mean that, Sir David.

6810. You see, the married men do not admit that. They say they are managing badly enough, but that they are keeping within the line?—There is another thing I wish to say. I was instructed to ask that this barrack accommodation, 1/3 a week, should be done away with and not charged to the men.

6811. Mr. HEADLAM.—Don't you think that they get value for the 1/3?—No, they believe that they live in barrack for the accommodation of the public.

6812. And they could get as good accommodation outside?—Oh, yes, they could.

Chief Inspector OWEN BRIEN examined.

6813. How long have you been Chief Inspector?—I have been Chief Inspector going on six years.

6814. And what is your entire service?—Twenty-nine years.

6815. How long are you in the "G" Division?—Twenty-four years.

6816. Now, we have not had any evidence of the "G" Division yet except from the Secretary and a little from Mr. Dunne; but you will just give us some little information with regard to the "G" Division. They are, in the first place, quartered by themselves in Exchange Court?—Yes.

6817. How many single and how many married men are there?—Well, sir, the great majority of the men are married, as a matter of fact: We have only 20 single men in barracks.

6818. What is the number of the entire Force?—Forty-four, sir, all told. The "G" Division consists of one Superintendent, one Chief Inspector, three Inspectors, sixteen sergeants, thirteen detective officers, and ten constables, together with eight supernumerary constables. Of this number, one Inspector, one sergeant, and five constables are employed in the Public Carriage Department; two sergeants, four detective officers, and eight constables are employed on special duty, including railways and shipping; one sergeant

and one detective officer are employed as clerks; one sergeant acts as Registrar of Habitual Criminals; one sergeant is employed by the General Post office; one detective officer acts as staff officer and supervises the Castle premises, and the five senior constables are employed on pawn office duty, etc. The two Detective Inspectors are employed in the Detective Office, thus leaving only ten sergeants and seven detective officers available for ordinary work, and one of these is, in turn, on night duty in the Detective Office. When allowances are made for sickness, leave, etc., the average number of sergeants and detective officers available for ordinary duty daily would be about 14. The strength of the Division was fixed many years ago to meet the requirements of the period, and although circumstances have materially altered, the authorised strength of the Division remains the same. Supernumerary constables are attached from time to time who can no doubt efficiently discharge certain duties, but they are not suitable for work requiring a degree of training and technical skill which they can only gain by experience.

6819. Are the supernumeraries changed from time to time or do they come to you more or less for promotion?—They are selected first by the Divisional Superintendents by direction of the Commissioner.

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[Continued.]

If approved they must pass a literary examination and we put them into the Carriage Department first, and we take them if they are efficient and put them to the more important work of Pawn Office duty and if they are not so they are sent back to the Division and it does occur now and then that they are sent back. I do not think that the Division is weak as regards the actual number of men of all ranks attached to it, but I respectfully submit that it is weak in the senior and experienced ranks; that is that in the rank of sergeant we would require more strength, owing to the difficult work they have to perform. The following are some of the altered circumstances which have arisen since the strength of the Division was fixed:—The services of one sergeant are entirely confined to the duties connected with the General Post Office. The extension of the district in 1901 brought a large additional area under the supervision of the D.M.P. which is well populated and residential, that is to say the extension of the city boundary, taking in Clontarf and portion of the County Dublin in the Kilmainham and Chapelizod direction; and, of course, we have to work it without any additional staff. The removal of a section of the London and North Western Railway passenger traffic to Kingstown necessitated the employment of an additional man on the staff detailed for duty in connection with the shipping, and in this connection certain duties previously performed by the "F" Division were taken over. The Probation of Offenders Act has added materially to the duties of members of the "G" Division, owing to the numerous offenders which they make amenable being dealt with under that Statute, and the officers having charge of the cases are obliged to keep in touch with these persons and report periodically for the information of the Court. Offences involving dishonesty have a tendency to increase, and many of them cannot receive the amount of attention which they deserve.

6820. Mr. HEADLAM.—Is the probationer work done mostly by the "G" Division?—Mostly by the "G" Division, and also the Borstal system. That is done by the "G" Division. The governors of prisons send the usual form to us for inquiry, and in that way it has come also more or less on the "G" Division. Thirty years ago bicycles were practically unknown, whereas they are now in common use by a large section of the population. Larcenies of these machines have become numerous, being extremely difficult to detect the time of two men is practically taken up in endeavouring to make the thieves amenable. The methods adopted by criminals are now much more scientific than formerly.

6821. The CHAIRMAN.—As to the stealing of bicycles?—Yes, sir.

6822. Is that quite a common offence now?—It is quite a common offence now, sir, and we have reports every day. A man leaves his bicycle outside his door and when he comes out he finds it is gone. Clerks going into offices leave their bicycles usually in the hall or in a little ante-room, and the thief is well aware of this, and he sneaks in by-and-by, and takes them out. Formerly they used to find their way into the pawn offices and secondhand cycle shops and such as that. Now they adopt another method and sell them privately to people who want them, and they baffle us to some extent, but we get before them in this way that we get a description and serve this on all cycle mechanics, and if a bicycle gets out of order we ask the gentleman who has it to tell us where he got it, and we endeavour to trace and cope with the mischief in that way.

6823. And is that having effect on the thieves?—Yes, it has to a great extent; it has checked them very much. Formerly they would go into the pawn office and pawn the machine and would have no difficulty in getting money on them. Now, sir, they are keeping out of the pawn offices altogether, and the only way we can get at them is the way that I say. The methods adopted by criminals are now much more advanced than formerly and consequently it is more difficult to trace the offender and more time is lost in the efforts to procure evidence. Labour troubles are of frequent occurrence, and this in conjunction with

other movements requires much attention. In one direction alone the time of two men is practically consumed in taking notes and transcribing reports. Other matters of modern legislation are the Prevention of Crimes Act, 1908, the Aliens Act, the Old Pensions Acts, Copyright Acts, and complaints relating to White Slave Traffic, which seldom have any solid foundation, but nevertheless require extensive and tactful enquiries to clear up. A servant stops out late at night and her employer becomes alarmed and calls to the Detective Office about it, and that involves a lot of trouble; and there is a society of ladies established to look after this and they go to railway stations and if they see anything suspicious they come to us to investigate it.

6824. Mr. HEADLAM.—What about Old Age Pensions?—We keep a record of all old persons imprisoned for any serious offence, and in the event of an Old Age Pensioner being convicted we communicate with the Prison Officer. From this outline and the returns which I attach it will be seen that the work of the G Division has greatly increased during recent years, and also that the work is of a class requiring all the tact and skill of experienced men to perform. In practically every detective force of which I have any knowledge men holding the rank of inspector are available to take charge of the more important cases, and while I do not think that the important work to be performed in the Detective Office should be discharged by a lower rank, I would respectfully suggest that officers of this rank might be made available for outdoor work, and that in addition the present strength of sergeants might be slightly increased. The constables employed on pawn-office duty are really doing detective work, and owing to pressure are frequently detailed for work of a more advanced class than it was originally intended they should perform. They are men of considerable service, varying from 14½ to 12 years, with, at present, only 1s. per week less pay and allowances than detective officers; and at 15 years' service they would be paid at the same rate as the higher grade, so that advancement thereto would not then give them any increase. Three of the five have now reached, and two of them are beyond the period of service when men in the uniform service come up for promotion to the rank of sergeant. I would further suggest that these five men might be advanced to the grade of detective officers. Regarding the supernumeraries, the average period during which they are attached before permanent appointment is about five years. This lengthened period does not encourage zeal and efficiency, but if the senior ranks were increased as suggested, the supernumeraries would be reduced accordingly, and the period of probation would thus be reduced. I may mention that the percentage of senior officers in the G Division is much below that of the detective branches attached to other police forces. I hand in a return showing how this works out as compared with London, Liverpool, Birmingham, Sheffield, Leeds and Glasgow. I also hand in a list of members of the G Division, showing dates of joining the service, dates of joining G Division, and dates of promotion.

6825. The CHAIRMAN.—Just let us know what is the meaning of that proposition of yours. Just give me again the strength of the Force,—Forty-four; adding the 8 superintendents to it, 52 in all. Regarding the supernumeraries, the average period during which they are attached before permanent appointment is about five years.

6826. That is supernumeraries?—Yes.

6827. But you say that the number of sergeants, in your opinion, might be increased?—They might be increased.

6828. How many sergeants have you at present?—We have 16.

6829. How do you propose that those sergeants should be increased?—By the appointment of additional senior constables, sergeants or detective officers.

6830. The number of detective officers at present is how many?—Thirteen.

6831. What I want to know from you is this—Is it your proposition that the whole Force should be increased numerically or that there should be a larger

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number of senior officers in the G Division?—I do not mean to increase the number. I think it might be done not by increasing the number, but still by strengthening the senior ranks.

6832. Your proposal is to increase the number of sergeants?—Yes; increase the number of sergeants.

6833. And to diminish the number of detective officers?—No; but instead of having 8 supernumeraries we would have less supernumeraries, or we would not have supernumeraries at all in that sense of the word.

6834. But you would require some men to come in on probation?—But we would not have so many; we would not have 8.

6835. To what extent would you mend the thing by the appointment of sergeants—would you appoint two?—I think more; I think you might appoint two, at least.

6836. Two additional sergeants?—I think the Chief Commissioner will deal with this. It is more for him than for me, sir.

6837. It would mean that if you had 18 sergeants you would still have 13 detective officers and the same number of constables, and only 6 supernumeraries instead of 8?—The idea is to diminish the number of supernumeraries. The superintendent could not be here to-day, but I am putting forward his claim for him. He requests that the minimum salary may be increased from £300 to £325 per annum; that the maximum salary of £400 per annum, as at present, may be reached in five years by annual increments of £15; and that the system of calculating pension on the average annual pay during the preceding three years may be abolished or materially modified. The first and third points do not affect the superintendent at present, as he has now served 7½ years' in the rank, and had joined the Force before the passing of the 1883 Act, and he is therefore not subject to the provisions contained therein relating to the calculation of pension on averages, but on behalf of his successors he points out that since the salary was fixed the work has increased by at least 50 per cent., and in many respects it is more difficult now than in former years. The present system of calculating pensions on averages as applied to this Force does not, so far as he knows, obtain outside Ireland, and when applied to a man of long service can only be looked upon as a serious hardship.

6838. Mr. HEADLAM.—As it is, the Superintendent of the G Division gets a higher salary than an ordinary superintendent? Well, he does, but the work is more varied and more important, and he is in the office dealing with correspondence until three o'clock in the morning, that is without exception, and sometimes all night and all day Sunday, the work has increased so much. He is so much occupied with the ordinary work in the day-time that there is no time during office hours to attend to other matters, and he is obliged to come at night, when the officers make their reports, and it is necessary to stay in the Detective Office and deal with them. That is going on for some years.

6839. There is less political crime than there used to be?—There is a great deal less, but there are other matters that give us a good deal of bother. As far as I am concerned, I do not wish to go into details with regard to the increased cost of living. Of course, rents are very high, and some commodities very dear, which I don't think will be reduced in price, such as coal, for instance. I am a married man, and pay £40 a year for a house. I could not get one to suit me less. I have ten children, and therefore I had to get accommodation for them, as they were growing up. I do not wish to go into all the details of this increase of cost, because you have already had it on record, and, therefore, sir, I will pass from that; but I would respectfully submit a claim for increase on the following grounds:—The increase in the cost and standard of living in the City of Dublin compared with some years ago; the large increase of work in the past five years, involving greater attention and more effective supervision of criminals; the extra duties imposed on the crimes special branch by having to pay particular attention to certain persons who give a good deal of

trouble which necessitates the furnishing of special reports.

6840. Reports to whom?—Reports go daily to the Commissioner. The Commissioner must have a report of the previous day's proceedings every morning at 11 o'clock. We also make this claim on account of the large increase in the duties of the inspectors, owing to the numerous legislative enactments of recent years, which I have already referred to; and, in fact, the work has become almost doubled in the interval. No specified tour of duty is now laid down for the chief inspector. Commencing at 9.30 o'clock, I am engaged, except for less than an hour and a half, in the office up to almost 11 p.m. at night. We have to go through the various reports from all the police stations, and they have to be read and directions given on them.

6841. That is not every day of the week?—Every day, sir.

6842. Do you mean to say that you stay in the office all day?—I am there at 9.30, and I have not got out of the detective office, I could not tell you when, till 11 o'clock at night, except between 3.30 and 5, when I go home for dinner. To give you an idea, I may mention that in 1907 the number of persons apprehended by members of the G Division was 341, and in 1913 it was 684. It has more than doubled in those few years. Now, the number of files that come through the Commissioners was 2,749 in 1907. These fluctuate periodically, but the number of cases reported in the G Division have increased to 3,980—that is, more than half as compared with the entire service. The public now come into the Detective Department, and they do not now go to the police stations, as they used heretofore. They prefer to come now to the Detective Office, and have the thing dealt with there personally. Formerly if any of the big warehouses had any complaints to make, and if there was any embezzlement or any matter of that kind perpetrated on them, they usually came down themselves or called at a station, but they now use the telephone, and ask for an officer to be sent from our office, which brings us again into another new area. I record all the files, and write the entries in these books myself.

6843. The CHAIRMAN.—Have you a sergeant-clerk?—We have a sergeant-clerk in the Superintendent's Office, but there is an assistant clerk, or what is known in our department as an index clerk, employed in the Detective Office. As a matter of fact, the Detective Department is really the clearing-house of the service. All reports are compared. Say, a valuable animal is missing or property missing or found, or one person reports a valuable article lost and another reports it found, we make a comparison, and inform those concerned. The inspectors ask that their pay may be increased to the following scale:—Chief Inspector, £200 on appointment, rising by £10 annually to £240; Inspectors, £150 on appointment, rising by £10 annually to £200; allowances to remain as at present, except that the carriage inspector be granted £15 annually, instead of £10, for clothing, &c. He is only allowed on the same scale as uniform Inspectors, but his duties are very responsible, and he does a lot of work, and sometimes detective work and I would respectfully urge that he should be brought up on the same level as the inspectors of the Detective Department; that is, that he should have £5 more for clothing allowance. The inspectors base their reasons for asking an increase of pay on the increased cost and higher standard of living compared with some years ago, and on the large increase in their duties owing to the numerous legislative enactments of recent years, which have made the work more responsible and onerous than formerly in both the Carriage and Detective Offices. The inspector in charge of the Carriage Department in asking for an increase of the allowance for clothing from £10 to £15 only asks to be put on a par with the inspectors in the Detective Office: as, in practice, the Detective Department includes the Carriage Department, and both the inspector and staff of the latter are often called upon to perform detective duty. They hope that the clause in Schedule 2 (general provisions) of the Act of 1883 dealing with the calculating of the pension on the average annual pay for the three years preceding retirement may be repealed; and we would

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suggest that you would leave it like the English system, to give the pension on the pay at date of retirement except in the case of a change of rank in the three years. They beg to point out that the public look upon the detective branch of the Force as one in which the members deal with the more serious and important duties. This is evidenced by the fact that the public resort more and more to the department for advice and assistance, more especially in cases of a serious nature, thereby increasing the work of the inspectors. That the cases are promptly and successfully dealt with is shown by the increasing number of persons who are annually made amenable. The work has doubled within the last five years in every phase.

6844. Apart from that change that has taken place in the habits of the public in the use of the telephone, is there any other way that you can account for this increase?—No, sir; except that the public have got more educated to the system, and come into to us rather than go to the outside stations.

6845. Not only that, but the sort of crimes that you deal with appear to have increased also, or is that so?—It is so. It has increased; offences involving dishonesty have increased; and then, as I said before, the use of the telephone has increased in all the big warehouses, where formerly, when they had occasion to consult the police, they would go to the nearest police station, or call in the first police officer there would be, but now they come to the telephone, and telephone for an officer to be sent to them.

6846. That is only a distinction between reporting to the police station and reporting to the G Division: but, as a matter of fact, have the cases to be reported in that way or in any way increased?—Oh, they have, sir.

6847. To what do you attribute that?—Well, it is very hard to say. A great influx of people have come here looking for employment, and if they cannot get it they knock about and get into bad company and fall into crime. That is one reason.

6848. Have not the offences of petty larceny by servants or employees and such offences as embezzlement increased?—They have sir, the number of petty larcenies by servants has increased.

6849. And employees?—Yes, employees.

6850. And embezzlements?—Yes, embezzlements; they have increased and that is the work that we have to deal with chiefly.

6851. Has the practice of betting and the increase in the number of places of amusement had anything to do with it?—I think the betting has been pretty fairly suppressed here. The picture houses are a temptation to a great many juvenile offenders to embezzle the money of their employers and to rob slot meters to go to these picture houses. We have noticed that of late owing to the number of juvenile offenders that we have.

6852. Mr. HEADLAM.—The work has increased generally, and to some extent it has been transferred from other branches?—Yes. It would be sent from the other branches as a matter of fact by wire, and we would immediately deal with it, but the public use the telephone more themselves now in communicating direct with us instead of going to the police station.

6853. How is the work of the carriage department included in the G Division?—It means, sir, that the cars are under the supervision of the carriage inspector, and there is a good deal of missing property left in cars. The licences are all issued by the Carriage Department. This work involves numerous inquiries.

6854. Has that work increased?—Yes, that work has increased.

6855. Have you got particulars?—Not exactly. I have not particulars of this, but the 5 constables that are on this duty not only see that the cars are kept

in good order and clean, and the carman too, but they make other inquiries as well. We use them very often in the Detective Office, and we have constantly employed them lately owing to this pressure which I speak of. We hardly keep a man on reserve. It was nothing unusual to see 2 or 3 men at a time sitting in Exchange Court some years ago, but now we have not got one, and we sometimes send a carriage constable there being no senior officer available.

6856. I suppose the number of cars remains about the same?—There has been some reduction, but there has been a corresponding increase the other way, in motor vehicles, such as taxi cabs and stage carriages.

6857. Perhaps you could put in the figure of the cars at the present day?—I think I have the figure of the cars. The number of vehicles and drivers licensed for the year 1912 was—stage carriages, 275; job carriages, 271 (including 125 motor cars); hackney cars, 696; cabs, 595; drivers, 3,054 (including 473 conductors); and the carriage Inspector is responsible for that and for keeping all records connected therewith.

6858. How many applications would you get a day for licences?—Well, they vary. Drivers and conductors have to renew their licences every year, as well as the licences of all vehicles.

6859. And what about the pawn offices?—Well, we used to have the revenue of the pawn offices but that has been taken away with the Local Government Act of 1898, and it was given to the Corporation, I think on the suggestion of Mr. Healy, but we, of course, still supervise them.

6860. Is there any increase in the number of them?—No increase in the number of pawn offices. They just remain much the same as they were some years ago.

6861. And what about the ticket of leave men?—We have a sergeant almost exclusively employed looking after that. We have not got very many.

6862. How many?—At present I do not think we have more than a dozen or fifteen actual licence holders.

6863. There were 282 apparently in 1872?—Yes; including expirées.

6864. You have had one sergeant looking after them?—One sergeant looks after them and also deals with all inquiries regarding prisoners and aliens.

6865. Even though they have gone down in number?—Oh, yes; they vary; sometimes we have 25, and then more; and they must come in every month to report themselves and report their change of residence, and they must come to the detective office to do that, and if not they are brought before the magistrate and dealt with for failing to report the change of residence and failing to come in every month as they are required to so by their licence. This sergeant looks after them quietly and sees what they are doing, and if they leave their place without notifying the police he finds that out.

6866. Mr. STARKIE.—Are there many general dealers in Dublin?—Yes, sir, there are a good many general dealers; I have not got the figures here. We have not so much to do with general dealers. We make out the stolen property lists and send them to the Superintendents of the various divisions, who have a constable employed specially for that in plain clothes.

6867. That is for the purpose of tracing stolen property?—Tracing stolen property. Our index clerk makes out the list of property that would likely go to one of these general dealers. He makes out that list and it is sent to the Superintendents of the various divisions who in turn give it to the constable who is told off for this particular duty. It has a very good effect. They go round every day to inspect these places and give these people the list and we keep a supervision of them in that way.

Sergeant NEIL McFEELY examined

6868. The CHAIRMAN.—You are a sergeant of the G. Division?—Yes.

6869. What service have you?—21 years and 4 months.

6870. How long have you been in the G Division?—19 years. Of course I was 2 years a supernumerary.

6871. Practically all your service has been in the G Division?—Yes.

6872. You have something to say on behalf of the sergeants?—Yes.

6873. Sergeants, detective officers and constables?—Yes; I appear on behalf of them, and the principal thing is to ask for an increase of pay for these ranks.

On the question of pay we ask that the rates be increased so that sergeants shall commence at 40/- per week on appointment to the rank, rising by 2/- per week annually to 48/-; that Detective Officers be increased to 38/- per week, and constables, at the same rate as uniformed constables, 27/- per week on appointment to the Force, rising by 1/- per week annually to 37/-; allowances to remain as at present except in a couple of points, which I will state. And there are a couple of other matters, pensions and promotion, and I want to deal with these too. In support of our request for an increase of pay I beg to point out that the present scale was fixed by statute in the year 1883, nearly 31 years ago, since when no revision has taken place although in the meantime the standard of living has gone up considerably. Of course there has been evidence already given as to the increased cost and standard of living, and as I have nothing to add to that, I need not go into the figures. Rents have become much higher, and the cost of coal, provisions, and all other commodities has so very much increased that we find our present incomes wholly inadequate to live in the state of decency and independence which our position demands.

6874. Are you a married man.—I am, sir.

6875. What family?—Four children.

6876. What do you pay for your house?—£24 a year. It is a cheap house. The rent of a married sergeant or detective officer is generally almost £30. I pay £24. During this period all other Police Forces in Great Britain have received increases in their pay, and the wages of all classes of workers have been substantially improved. As I say, a rise of pay is absolutely necessary owing to the increased cost of all provisions, and the increased cost of living. The standard of living at the present time has gone up very much compared with from 25 to 30 years ago. This is observable in all parts of the country, even in the poorest districts, and the people would not be satisfied now with the fare that existed 25 or 30 years ago. I could, from my personal experience and from the Board of Trade Reports, supply figures bearing out the statement regarding the increase in prices for the past 16 years, but as this has been fully dealt with by the witnesses who preceded me I do not think it is necessary for me to go into it as it would only be a repetition of what has already been said on the point. It may be said that no substantial increase has taken place in the pay of the Irish Police since 1872 (over 41 years ago), and during that time all classes of workers have had their wages vastly increased. We might have asked for a higher scale of pay than the uniformed force as is recognised in nearly all other places where the detective police (especially in the London Criminal Investigation Department) have a very much higher scale of pay than the ordinary uniformed police, but we only ask for a slight increase and it is owing to the important duties that the G. Division perform.

6877. Mr. HEADLAM.—Have you any experience in the Criminal Investigation Department in London?—Well, I have no personal knowledge, but I have been speaking to men there.

6878. You have been there?—Yes. The G Division performs very important public services. Our Department is entrusted with the most confidential and delicate Government inquiries, and with the most difficult cases. Its members must keep up a respectable appearance, must appear to be of as good social standing as most other Government officials or as members of the professional or business classes, and yet our pay is very small compared with the income of these parties, and it is not even as good as that of many business people, or even some artisans, and we say that the duties we perform are as important as those performed by the members of any Detective Department in the United Kingdom, and we do work of greater importance than most civil servants. The duties require to be performed with tact, skill, and intelligence, and no man who cannot show these qualities is retained in the Department. It is well known that (outside of London) Dublin is one of the most expensive cities in the United Kingdom to live in. Rents are exceptionally high, and coal, and almost all other commodities reach prices which are not exceeded anywhere. I do not think that it can be said that the

rates of pay we are asking for are in any way unreasonable. Speaking for the sergeants, these rates are far short of the pay of sergeants in the Criminal Investigation Department, London, where a 1st Class sergeant commences at £2 15s. 6d. per week, and rises to £3 3s. 6d. in 4 years; a 2nd Class sergeant from £2 7s. to £2 15s. in 4 years; and even a 3rd Class sergeant commences at £2 2s. 6d. per week, and rises to £2 6s. 6d. in 2 years. This rank in Liverpool has recently got an increase in pay; it commences now at 40/- per week and rises to 50/- in 8 years. In all the other important towns such as Birmingham, Manchester, and Sheffield they have recently given increases to their sergeants and constables. These forces may get further increases in the near future, but as our rates of pay are fixed by statute it is very difficult to get the Government to legislate until long after an increase is due. If it were possible to regulate the law in such a way I think it would be most desirable and convenient to have it so enacted that say on the recommendation of the Commissioner, and with the approval of the Lord Lieutenant, the Treasury could sanction an increase in the future. That would be an easier and simpler thing than special legislation. The next rank to the sergeant is that of the Detective Officers, and as they only have the same rate of pay as a first class constable, they consider that they should get something more than a first class constable. Prior to 1883 the first and second class constables in the G Division got 1/- per week more than these classes of constables in the uniform service, so that there has been no increase in the pay of these ranks in G Division since 1872. There were only two rates of pay in existence for constables in G Division from 1872 to 1883, viz.:—£1 10s. and £1 8s. 6d., and they were all first class constables and drawing the higher rate except one man, and they had a higher rate of pay than the uniformed service; so that there has been no increase of pay of these ranks, in fact they were reduced in 1883, and we are only asking now that Detective Officers should get similar recognition as constables in G Division got prior to 1883. They are men who perform very important duties, and by the way promotion is going in G Division some of them will reach pensionable service before getting promotion. We only ask the same rate of pay for constables in the G Division as for constables in the uniform service, but we ask that the five senior constables, who are in receipt of the 7/- allowance since 1903, be raised to the status of Detective Officers. They are engaged in pawn office duty, which is a disagreeable and expensive class of duty, and we ask that they be made detective officers.

6879. The CHAIRMAN.—You ask that the five senior constables should be raised to the status of detective officers?—Yes.

6880. You say that they have expensive duties?—I mean to say that they have to go about and look after many things and get private assistance, and you cannot go about with different classes of people without having out of pocket expenses.

6881. And you ask that five of these constables be raised to the status of detective officer?—Yes, sir. They are at present bordering on from 12 to 15 years' service, and when they reach the latter service they arrive at the same rate of pay as detective officers at present, so then advancement to the grade of detective officer after 15 years would be no improvement in their pay. The five junior constables who are usually employed on carriage duty, but who are very frequently utilised for detective work ask that the allowance to them be increased from 4/- to 5/- per week.

6882. Give particulars of the allowance?—Well, it is a plain-clothes allowance. They are often called upon to do detective duty and their expenses in that way might be increased to 5/-, because they really incur some detective expenses from time to time. And then the carriage sergeant is at present in receipt of only 4/- per week as allowance, the same as the constables get, the plain-clothes allowance, and we ask that his allowance be increased to 7/-, because he is a man that has passed through all grades of the Department, has performed all kinds of work, and is experienced in all its duties, and he is very often utilised for detective work. In fact he is the only single sergeant in

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[Continued.]

the Department at present, and he is very often utilised, and we ask that his allowance be increased.

6883. Does he use more plain clothes?—He does not use more plain clothes but he is often called upon to do detective work. He has no uniform. That is all about increase of pay. And the next thing is a pension scale similar to what has been asked by other ranks. We ask that the pension scale be revised so that two-fiftieths of the annual pay shall be added for each year after 25 years' service, so however that the pension shall not exceed two-thirds of the annual pay; that the pension be calculated on the actual pay at date of retirement and not on the average annual pay for the previous three years unless a change of rank has taken place during that period; and that the allowances, except that in aid of rent, be taken into account for the purpose of calculating pension; and that these changes apply to all men now serving.

6884. What allowances?—Seven shillings: the 7 to sergeants and detective officers. We ask that that should be taken into account along with the pay for the purpose of calculating pension. In support of this claim I beg to point out that the police in England can retire on two-thirds pay pension at 26 years' service, and all that we ask is that the two-fiftieths be continued after 25 years' service so that we might reach the maximum pension at 27 years' service.

6885. Mr. HEADLAM.—Do you think that a man's usefulness is finished at 25 years; do you think that a man ought to be retired after 25 years' service?—No.

6886. But you want him free to retire then?—He is at present free to retire.

6887. On full pension?—To be entitled to full pension at 27. That is provided he has arrived at his maximum pay of course, but it is not likely that that will occur in the G Division very often in future; that a man will arrive at his maximum pay at 27.

6888. Do you think that a man's capacity for work finishes after 27 years' service?—Oh, no; there are some very efficient men after 27 years' service.

6889. Do you think he might have to serve longer than 27 years before he got his full pension?—We ask now that he be entitled to two-thirds at 27 years. Of course as it is he has to serve 29.

6890. Why do you think he ought to reach his full pension at 27?—Well, if a man wished to retire we think that he should have the option of going at 27 on his full pension, that is if he wished to retire, but of course not every man would ask to retire who had not arrived at his maximum pay.

6891. Why should the State let him go after 27 years with full pension?—It might be a loss to the State, but in England they are entitled to full pension at 26 years under the Act of 1890.

6892. That is in London?—Yes, and we are not asking as good terms as they have. The clause in the Schedule of the Act of 1883 enacting that the pension be calculated on the average pay for the past three years applies only to men who joined the service since 18th June, 1883, and we now ask to get equal terms with the English police in this respect where the average is only calculated when a man has been in more than one rank during that period. In support of our claim for having the allowance taken into account as pay for the purpose of calculating pension I beg to point out the special hardships under which the ranks of sergeant and constable in G Division suffer when they have to retire on pension owing to the great falling off in their income in consequence of the substantial difference between their pay and allowances and the pension (the maximum of which is only two-thirds of the actual pay); and the difficulty of finding suitable employment to enable them to live in any degree of comfort in their declining years. This concession would only affect a small number of men, and would be a boon to a class who deserve a better position, as very few of them can hope to reach a higher rank. Taking into consideration the long service which a man must now have before being promoted to the rank of sergeant we ask that the number of years in which they attain the maximum pay be reduced from 8 to 4. Regarding pension we do not ask for an improvement up to and including 25 years' service; we only ask for a continuation of the two-fiftieths after

25, and asking this we are not even seeking as good terms as the English police get by the Act of 1890. According to that Act the scale is the same as ours up to 24 years' service, viz.: twenty-eight-fiftieths, but they get three-fiftieths for each succeeding year up to 26 years' service when they reach their maximum pension of two-thirds pay, and we ask only for the same privilege that is given under the English Police Act. At present, and for a number of years back, promotion only comes to men in G Division late in the service, and as then another long period must ensue before the maximum pay is reached; as the law stands men must become old and pretty well worn out before they could reach their maximum pension. For the same reason we ask that the number of years in which a sergeant may attain his maximum pay be reduced from 8 to 4. Our pay, with the allowances, is not sufficient to keep us in comfort at present, and we look forward to our declining years with some anxiety when we picture being only in receipt of (at most) two-thirds of the bare pay without allowance. This serious falling off in our income we consider a special hardship inflicted on members of the G Division. It does not bear so much on the others. Now there are some points about promotion that I wish to put before you as regards an increase of strength of the G Division, and of course it is not from the point of view of efficiency that I am putting it forward (that is not a matter for me, but that will be dealt with by the Chief Commissioner), but is from the point of view of the prospects of the men now serving. I am putting it forward from the point of view that it touches their prospects. We ask that the strength of the G Division be increased from 44 to 48 by the addition of two Inspectors and two sergeants; that the number of detective officers be increased from 13 to 18, so as to include the five men on pawn office duty; and that the number of constables be reduced from 10 to 5. We base our request for increasing the strength of the G Division on the fact that its present strength was fixed in the year 1867 (47 years ago), since when the work of the Department has vastly increased owing to the accumulated legislation of all these years, the increase in the population, and the extension of the area of the Dublin Police District. For a number of years back eight supernumeraries have been constantly employed in the Department, and experience has shown that it is the higher ranks need strengthening where, in the interests of the public, skilled men are required to deal with the ever increasing duties which at present can hardly receive the attention which they deserve, and which an advanced people expect and demand. The two Detective Inspectors have always been constantly employed in the Detective Office, and cases of the utmost importance and difficulty, which in other places are in the hands of Inspectors have to be entrusted to sergeants who, although well able to deal with them, consider that they are not fairly treated; and the constables who are styled detective officers have to perform duties entrusted only to sergeants elsewhere. And again, the proportion of Inspectors to sergeants and constables in the Detective Department here is far below that of the cities in Great Britain. If we had Inspectors in the same proportion as in London (C.I.D.) we would have at least five; if as in Liverpool we would have seven; if as in Sheffield we would have ten; if as in Leeds we would have eight; if as in Glasgow we would have 23; if as in Birmingham, eleven. Our proportion of Inspectors is far below that in these other places. Promotion has become exceedingly slow in G Division in recent years, and six men in the grade of detective officer who have been recommended and have qualified for the rank of sergeant, all joined the Force in the year 1895, the senior of whom has 19 years and the junior 18 years and 3 months' service.

6893. Mr. HEADLAM.—How long did you take to become sergeant?—I was only 13 years and 9 months. I was more fortunate than those who came after me. The junior detective officer in the Department has 15½ years' service, and as the pay of the grade is only equal to that of constable of 15 years' service and upwards they ask, in consideration of the important duties they perform, that their pay should be something above that of constable, and they only ask a shilling. The duties performed by detective officers

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[Continued.]

are similar to that of sergeant, and by increasing the strength of the higher ranks by four the grievance under which they suffer would to some extent be remedied. It may be mentioned that men of equal service in the uniform force to the five detective officers next in turn for promotion were promoted to the rank of station sergeant during the past twelve months; and in the Detective Departments of the cities of Great Britain constables get promotion to sergeant's rank at from 8 to 12 years, and in a good many cases sooner, as compared with the G Division.

6894. When you get into the G Division you always stay there?—Always stay. Once a man enters the G he never likes to leave it. Men do not like to leave it, in fact they have declined to go out for promotion to sergeant, and they have preferred to remain there without promotion.

6895. You never wear uniform in the G Division?—Oh, never; we have no uniform. In the other police forces in Great Britain constables were promoted to the rank of sergeant at from 8 to 12 years' service. As I explained, in 1883 the higher ranks were strengthened. Prior to 1883 there were 1 Superintendent, 1 Inspector, 13 Acting Inspectors, 4 sergeants, 6 acting sergeants, and 19 constables. In 1883 the higher ranks were improved and changed to 1 Superintendent, 1 Chief Inspector, 3 Inspectors (including the carriage Inspector), 16 sergeants, 10 detective officers, and 13 constables; and in 1903 the lower ranks were changed to 13 detective officers and 10 constables, but the numerical strength of the Department remains as it was 47 years ago, viz.: 44. For the past 20 years this number has been found inadequate to cope with the increased work of the Department, and a number of men from the uniform service had to be called in from time to time to assist. These men, known as supernumeraries in the Department, had to be increased as the years went on, and their number has been fixed at eight for the past 12 or 15 years. They generally have to remain as supernumeraries for from 3 to 5 years, and by the time they get appointed to the Department they are constables of 9 years' service and upwards. One of these men has at present over 10 years' service; three of them between 9 and 10 years, one between 8 and 9 years, and three between 6 and 7 years, and the four senior have been in the Department nearly 5 years. They are trained and experienced men by the time they get appointed permanently in the Department, and then having to spend long years in the junior ranks their prospects are not very bright. In justice to these men, and as an incentive to promotion

in the lower ranks, the strength of the Department would require to be increased by at least four men, and the strength of the uniform service could be reduced by that number of constables. At present there is no Inspector available for outdoor duty, and this state of affairs does not exist in the Detective Department of any other city that I know of outside Dublin. Sergeants will deal with the most difficult and important cases, and constables, as I have said, who are styled detective officers, have to perform duties that are entrusted to sergeants elsewhere.

6896. Mr. HEADLAM.—What sort of duties are those?—Well, all the important inquiries and criminal cases and inquiries of all sorts.

6897. They are never entrusted to anybody but sergeants in other forces?—Oh, yes they are, of course, but I mean to say that our detective officers are doing duties similar to those of the sergeants in other places, such as making and prosecuting all classes of criminal cases, and doing ordinary detective work and most difficult classes of inquiries.

6898. Are there only 10 constables in the G Division altogether?—Only 10 constables, as well as 13 detective officers, and that is only a name.

6899. And 5 on carriage duty?—Yes. Well to show the rate of promotion of sergeants in the G Division, it never happened before, but at the present time all the 16 sergeants have over 20 years' service, and the 13 detective officers have all over 15 years' service, so that really now a detective officer has only the same pay as a constable, and in a few months if no change takes place, the senior constables will arrive at 15 years' service, and then advancement would be no benefit to them as things stand at present. That is all I can say.

6900. The CHAIRMAN.—The statements that have already been furnished to us do not I think contain all the particulars of the requests that have been made by you in this extended statement and in the additional evidence that you have given us?—Of course we have extended it somewhat.

6901. I think it would be a convenience to the Committee if both Chief Inspector Brien and Mr. Lowe and you would give us a rather fuller statement of the exact requests you make as regards pay and allowances, and you need not go into the question of pension, but only as to pay and allowances and the change of the incremental periods. Do you understand?—I do, sir. I understand. Would you wish it to be put on paper and sent in?

Yes, send it in.

The Committee adjourned.

SEVENTEENTH DAY.—THURSDAY, APRIL 2ND, 1914.

At No. 5, Upper Castle Yard, Dublin.

Present:—The Right Hon: Sir DAVID HARREL, K.C.B., K.C.V.O., I.S.O. (Chairman); Mr. MAURICE F. HEADLAM, Treasury Remembrancer; Mr. ROBERT F. STARKIE, R.M.; and

Mr. JOSEPH BRENNAN, *Secretary*.

SIR JOHN ROSS OF BLADENSBURG, K.C.B., K.C.V.O., examined.

6902. The CHAIRMAN.—You are Chief Commissioner of the Dublin Metropolitan Police?—Yes.

6903. And how long have you occupied that position?—For 13 years.

6904. We had some evidence as to the circumstances of your position as Chief Commissioner when the Secretary and Accountant, Mr. Magill, was examined?—Yes.

6905. And would you, at this stage, like to say anything about that, Sir John?—No, I do not think so.

6906. I do not know that it was quite clearly brought out, and perhaps I might ask you a question which would make it a little clearer. The preservation of the peace in Dublin is committed in a rather exceptional way as compared with the rest of Ireland?—I think so, yes.

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SIR JOHN ROSS OF BLADENSBURG examined.

[Continued.]

6907. By Statute. The Commissioners of Police are invested with the entire responsibility as well as the entire authority?—Yes.

6908. I mean as distinguished from those places where Magistrates and Mayors and Lord Mayors exercise large powers?—Yes, that is so.

6909. And we had it when Mr. Magill was examined that formerly the authorities who presided over the Watch Committee were appointed by the Chief Secretary to the Lord Lieutenant as Justices, and that of those gentlemen (8 of them I believe at first Aldermen of the City of Dublin), when the Dublin Metropolitan Police Force was established, 6 (afterwards reduced to 4) were allocated to the Courts?—Yes; but I think when the Dublin Metropolitan Police was first formed in 1836, the 8 gentlemen alluded to were not connected with the Dublin Corporation.

6910. And two were allocated to the command of the police?—Yes; and to the administration of the force. These two were, I think, entirely fresh appointments, nor were they in any way connected with the Corporation.

6911. And you and your assistant are really the existing representatives of the two gentlemen originally appointed in 1836?—Yes, we are. They were originally called, and they are still, the Justices for this particular purpose. They were afterwards called Commissioners, but it was the same thing; it was only another word, but the position is the same.

6912. And subsequently a distinction was made, and one was called Chief Commissioner and another the Assistant?—Yes.

6913. And that is as it exists at present?—As it exists at present, yes.

6914. Mr. HEADLAM.—Were those two persons State officials; were they paid by the State?—Oh, yes; they always have been so paid since the formation of the Force in the reign of William the Fourth.

6915. The CHAIRMAN.—I wanted to get this on the notes in order that there might be a removal of some misapprehension as to any other authority existing in Dublin for the preservation of the peace save and except the Dublin Police commanded by the Commissioners?—Exactly.

6916. Now your authority extends to everything connected with the police except appointments?—Except appointments, yes.

6917. When you appoint a constable to the Force it must be with the sanction of the Lord Lieutenant?—Yes.

6918. The Chief Secretary or Under-Secretary acting in his name?—Yes.

6919. But as regards all the rest, promotion, dismissal and everything, you are charged with that?—Yes; that is all done by the Commissioner; dismissal and everything else. We are charged of course with the recruitment of the Force. We have got to recruit the Force; we have got to administer it; we have got to train it, and we have got to employ it.

6920. I am only speaking of your compliance with that statute which provides that the number of the Dublin Police depends upon the sanction of the Lord Lieutenant, and therefore every man you add must have his approval?—Yes.

6921. Now I do not propose to interfere with you as to the way in which you may wish to present any observations to the Committee either as regards evidence or in any other way that you wish to give us your opinion?—Very well.

6922. Mr. HEADLAM.—The appointment of each man is in the hands of the Lord Lieutenant or his representative. That appointment or the total number of appointments are submitted every year by the responsible Minister to the Treasury for framing the Estimates?—Yes.

6923. With the authority of the Lord Lieutenant?—Yes.

6924. And the number of men to be taken each year is settled, just as the number of men in the civil departments is settled, by the responsible Minister in each case?—Yes.

6925. By a Minister in connection with the Treasury?—Yes. Of course, we have general powers to recruit up to our establishment.

6926. And how is that establishment arrived at?—

Well, we have got, as I think Mr. Magill explained, really rather a complicated system. We have got an authorised strength.

6927. That is authorised by the Lord Lieutenant?—That is authorised by the Lord Lieutenant with the consent of the Treasury.

6928. It is not laid down by Act of Parliament?—No; we have the authorised strength, and the authorised strength contains a certain number of dummies, and these dummies are shown indirectly; that is to say, by a certain sum of money. So many men are entered in the Estimates, and there is so much money deducted; and so the men that would be paid by the deducted money are dummies, because they do not exist.

6929. But they are put in, in order that if in the course of the year, after the Estimate is approved, it is necessary to recruit up to the strength you can do so without going to Parliament again?—No; because we have not got the money. I think they are absolute dummies. It is a system that might have its advantages, so I do not want to say anything against it; but at the same time we should have to go to Parliament again, and there seems to be no object that I can see in it.

6930. How did that system arise?—That I cannot tell you. I found it here existing long before my time, and I think it has been many years in existence. Of course it causes a certain amount of confusion, as people looking at the Estimate think the Dublin Police are about 50 men more numerous than they really are. Then we have got our establishment strength, which is the number of men for whom Parliament provides money.

6931. You recruit up to the establishment strength?—Yes, we recruit up to the establishment strength, and occasionally for a very short time we may be a man over, but we are also very often a man under strength. We have got a body of recruits who are in the Depot being trained. They come out in batches. When they come out they fill up the vacancies that have occurred during the training, and so sometimes we have a man over strength.

6932. It looks to me as if the system was on the analogy of that prevailing in the Royal Irish Constabulary, which has a strength authorised by Act of Parliament?—Yes.

6933. The CHAIRMAN.—Might I ask a question that will possibly clear that up. Of course the Lord Lieutenant, as distinguished from the Act of Parliament, fixed the strength of the Dublin Metropolitan Police?—Yes.

6934. And there is a certain authorised strength over which you could not go without drawing particular attention to the fact?—Yes.

6935. That is to say, in 1882 the authorised strength was considerably exceeded by special authority of the Lord Lieutenant?—Of the Lord Lieutenant, yes.

6936. It came up to 1,257, I think?—Yes, it did.

6937. But the strength authorised by the Lord Lieutenant now is much under that?—The effective strength in 1883 was 1,221, as compared with 1,142 in 1900, the year before the extension of the Police District.

6938. Then, without special authority, you could never go beyond the authorised strength?—No, we could not.

6939. But as regards the maintenance of the establishment, when you propose to swear in a number of recruits, even though that be not above the authorised establishment, in order that the authorised establishment may be never exceeded by your being allowed to appoint without letting the Lord Lieutenant know what is going on, you have to submit a list of recruits, and the Lord Lieutenant approves of the appointment. Is not that so?—Yes.

6940. So that it is an approval within an approval, as I may say, but that is the object of that particular method?—Yes.

6941. And if you were not placed under an obligation to submit your proposals to appoint, the Lord Lieutenant might know nothing about the excess of the authorised strength, but he always has it under his hand?—Of course, when we appoint constables we do not refer to the Lord Lieutenant.

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SIR JOHN ROSS OF BLADENSBURG examined.

[Continued.]

6942. You send up a list?—Yes, it goes up.

6943. It is a mere form, of course? Yes; but it has to be sent through, and it is gone through.

6944. Mr. HADLAM.—I think I see the point is—that there is a margin, as it were, between the establishment and the authorised strength within which the Lord Lieutenant might reasonably expect in any emergencies that further men will be recruited?—But we have not the money for them.

6945. You have not the money for them, but the immediate executive officer, the Lord Lieutenant, is aware of it? He is aware of it.

6946. And it is the business of the responsible Minister to explain that to Parliament?—Yes; to explain it to Parliament.

6947. The CHAIRMAN. And, as a matter of fact, the policy of the Lord Lieutenant and the Commissioner is to keep the establishment number as much under that authorised strength as the public necessities will admit? Oh, exactly, yes; and we do the same thing with regard to the reductions in the Force. Any vacancies are sent up to the Lord Lieutenant, so that he has before him not only the additions but also the subtractions. There are one or two points that I think there is a certain amount of misconception about with regard to the Force in Dublin. It is a misconception that probably arises from various causes. As I said just now, people think that the Force is stronger than it really is on account of the manner in which it is explained in the Estimate. A certain number of men are put into the Estimates who have no existence at all. I thought I would perhaps go into some points, with your permission, concerning the Dublin Police, and I begin with a comparison between the Dublin Police and other forces. Such a comparison would appear to fall under certain heads. One would be the strength of the Force, another the cost of the Force, and a third the cost to the locality policed. With regard to the strength, it appears to be customary to base a comparison of the relative strengths of police forces upon statistics. In Dublin, when the establishment is complete, the Force is 1,223 strong, all told, of whom 36 are recruits learning their work, and not yet sworn in as constables. The population, by the Census of 1911, is 416,104; so that there is one policeman to 351 persons. In Liverpool the police force is 2,149 strong, but 92 of them form a fire brigade. Deducting the latter, there remain 2,057. The population is 746,421, so that there is one policeman to 361 persons. In Dublin the area policed is 23,264 acres, whereas in Liverpool it is 16,642 acres; so that it will be seen that the police in the latter place are more numerous in given areas than they are here, the figures being Dublin, one policeman to 19½ acres, nearly; Liverpool, one policeman to 8 acres, nearly. It is not easy to say precisely what value should be attached to the element of area, but it must have a certain value, and in the reports of all the Inspectors of Constabulary (see Police (England and Wales), 1912), importance appears to be attached to it. If we compare the length of the streets, squares, etc., we find that there is in Dublin one policeman to a third of a mile, and in Liverpool to a quarter of a mile, approximately. When these elements are taken into consideration and the results compared, it will, I think, be seen that the relative strengths of the police forces in Dublin and Liverpool, judged by statistics, do not differ so much as has been supposed. If anything, these statistics go to show that Dublin is under-policed in comparison with Liverpool. But I do not think we can rely upon mere statistics if we are to determine the strength of police forces in any given town. These strengths vary considerably in English towns when measured by their populations and areas. For instance, Manchester, with a population of 714,333, has a force of 1,344 men, or about one policeman to 532 persons, and one to 16 acres; Birmingham, one to 642 persons, and one to 33 acres; Salford, one to 701 persons, and one to 16 acres; Leeds and Sheffield, as few as one policeman to 668 persons and one to 789 persons respectively, and one policeman to 32 acres and one to 42 acres respectively. These differences show that there is no strict analogy between the strength of the police and the population and area of the place policed, and this seems to be the natural conclusion since the

conditions, the disposition of the people and the requirements of different towns vary considerably. If there is no absolute rule to be deduced from statistics between towns in England, where in a general way the conditions of life are to a considerable extent the same, it would seem that there can be no rule between a town in England and one in Ireland, where police policy has always differed, and where the disposition and temper of the people differ very materially. Though I do not think that any useful comparison can be instituted on the basis of statistics, yet if one is to be insisted upon it would be better to refer to Belfast, which is also an Irish town, and under the administration of the same department of State, and which contains a population nearly equal to Dublin. There are differences, nevertheless, between those towns which influence the strength of the police forces required for their protection—the one being an important commercial and manufacturing community, whereas the other is the metropolis of Ireland, the centre of her national life and the seat of Government. A comparison made in 1909 shows that Dublin and Belfast had each one policeman to 328 persons, but it is to be remembered that there are Government buildings here (the Castle, the Vice-Regal Lodge, etc.) that require special protection, and that there is no duty of this sort to be performed in Belfast. On the point of area there is one policeman to 19½ acres nearly in Dublin, and one to 15½ acres in Belfast, so when the two elements are taken into consideration, statistics point to the fact that Dublin is perhaps under-policed in comparison with Belfast. Recent statistics show that, if we rely on figures only, Dublin is still more under-policed in respect to Belfast now than was the case in 1909. The strength of the Dublin Force has practically never altered since its creation in 1838. An addition was made in 1840, when Kingstown, etc., was incorporated in the Dublin Metropolitan area, and another addition was made in 1901 to the extent of 45 men when the Urban Districts of Clontarf, Drumcondra, New Kilmainham, etc., were incorporated within the boundaries of the City of Dublin. The effective strength of the Dublin Police in 1841 is stated as 1,114, with a population of about 288,000, and in 1912 as 1,171, with a population of some 416,000. In this respect the Dublin Force differs from others doing duty in English towns, where the police strength has continually grown, and will presumably increase in future with the growth of the place policed. Now, I should like to come to the second point. A comparison between the cost of the Dublin Police and the cost of a force established in an English town is not easily made. The systems of police finance differ materially in the two countries, and many adjustments have to be made to bring them for the purpose of any comparison to a common basis. The Dublin system may be briefly recapitulated. The full rate of 8d. in the £ is charged to the Dublin householder, and after the local receipts (fines, fees, etc.) have been credited to the Dublin Police Force, the remainder required to maintain the whole establishment (namely the Police Courts and the Police Force), and to pay pensions, is entered on the Estimates, and is voted by Parliament. Government Departments, moreover, get special police protection, or employ police on special service without payment to the Police Department. The cost is charged to the Police Fund. But when the police are supplied to others (not Government Departments) the service rendered is paid for and the cost is credited to the fund, and is entered under the item "local receipts." In England the expenses of the Police Courts are not combined with the expenses of the Police Force in the same way as is done here. Moreover, when men are supplied to Government Departments and to others, those who employ them pay for their cost. Police so supplied are called "additional men." Following the practice adopted in London, I find that if we apply it to Dublin there are some 90 men who ought to be called "additional men" in the Dublin Force, counting those who are employed in the Police Courts. As these additional men are not specially accounted for in Dublin, the expenses of the Force here are somewhat inflated, and appear to be larger than they would otherwise be. But there is a further difference between the finance systems. In England no Estimates are presented to Parliament by

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[Continued]

any police force except a small sum submitted by the London Metropolitan Police towards the salaries of the Commissioner and his staff, and to pay for a certain portion of the Metropolitan Force specially employed. Instead of there being one police fund, as in Dublin, there are two funds created in England which deal with police finance. First, there is an effective fund, for the pay and maintenance of the force itself, and secondly, there is a non-effective fund, for the provision of pensions. Exchequer contributions are given to both funds, and to each, a portion of the local receipts is allotted. In the effective fund practically half the items, "salaries and pay" and "clothing," are defrayed by the local taxation account, and the remainder is made up, first, by the sums received for additional men; secondly, by a portion of the local receipts; and, thirdly, by the local police tax. To the non-effective fund are credited, first, certain stoppages from the men's pay; secondly, the remainder of the local receipts; and, thirdly, the Exchequer contribution. The latter is a share of a sum fixed at £300,000 a year, which is distributed among the various police forces throughout England and Wales: London Metropolis receiving one-half, or £150,000, about one-third of the amount paid in pensions. If these credits are not sufficient to make up the total required to pay pensions, the difference is obtained from the effective fund, and is debited there under the head of "deficit of pensions fund." In England there is a table prepared and published, which gives the net cost of police, and which is calculated on the following principle. The gross cost is ascertained, and it is an addition of the items "salaries and pay," "travelling expenses," "clothing," "horses," "rents," "printing and stationery," "postage," "miscellaneous charges," and "deficiency of pensions fund." From this gross cost are deducted the items "rents," "deficiency of pensions fund," and "receipts for additional men," and then the remainder is called the net cost, and when divided by the average strength of the force (exclusive of the "additional men") the net cost per constable employed in ordinary police duties is the result. I have tried to reduce the Dublin to the English system, and after making the adjustments, to draw up a table similar to the one I have just mentioned. In this we should, perhaps, get approximately the net cost of the Dublin policeman measured by the English method. Comparing the figures given in the police reports, it appears that the net cost in 1911 to 1912 amounted in London to £106, in Liverpool to £115, in Manchester to £103, in Birmingham to £97, in Leeds to £100, in Sheffield to £105. In Dublin it is estimated at £88, nearly. Another method of forming a comparison with the English forces might be tried by taking the gross cost of the forces both in respect to effective and non-effective expenses, and dividing by the strength of the force. This calculation would apparently require fewer adjustments, but there are differences in the financial systems which would render such comparison misleading. The Dublin Police differ from all English police forces, including London, in that they have no funds of their own, and are not placed in the same position of financial independence. Any economies that may have been made during the lapse of years do not belong to them as they do in Great Britain, to be made available for improvements in their buildings or for any other purpose of necessity. A comparison of cost with Belfast also presents many difficulties. No special accounts of the cost of the Royal Irish Constabulary in any particular locality are kept, or at least no such accounts are published. I understand also that the non-effective account of the Royal Irish Constabulary appears to be higher in proportion to effective strength than is the case in the Dublin Metropolitan Police: and also there is a large expenditure in the Royal Irish Constabulary (under the headings "travelling" and "subsistence allowance") which is not incurred in a concentrated force like the Dublin Metropolitan Police. It is evident, therefore, that it is very difficult to make comparisons at all. Now the cost which falls on the locality is an element which cannot wholly be ignored, because it acts and reacts in many ways upon police administration. In Dublin the Police rate is higher than it is elsewhere: but owing to the fact that the valuation of Dublin, in proportion to

the population, is lower than it is in most English towns the rate produces a smaller sum than would be realised there if the town were more wealthy. The following table shows the amount which would be realised by the levy of 1d. in the pound on the rateable valuation (1912) of certain cities. For instance: in London, 1d. in the pound produces nearly a quarter of a million; in Liverpool, 1d. in the pound produces nearly £20,000; in Manchester, it produces nearly £19,000; in Birmingham, it produces £18,000; in Leeds, it produces nearly £9,000; in Sheffield, it produces a little over £8,000; in Glasgow, 1d. in the pound produces £30,440; in Belfast, 1d. in the pound produces £6,500, nearly; in Dublin, it produces just slightly over £6,000. So Dublin is the lowest of the lot, as far as the amount which 1d. in the pound would produce. The population in Liverpool is about 1½ times that of Dublin, but the valuation is more than three times greater than it is here.

6948. The CHAIRMAN.—Is this computation of yours as regards the valuation of Dublin based on a valuation of the whole metropolitan district?—Yes, the whole metropolitan district.

6949. Mr. HEADLAM.—Not the last one?—No: the new valuation has not yet become established. It has not been put into force, so I am taking the present one. The population of Liverpool, for instance, is about 1½ times that of Dublin but the valuation is more than three times greater than it is here, so that 1d. in the pound produces in Liverpool nearly £20,000, whereas it realises in Dublin only £6,180, whence it would appear that if Dublin were as rich as Liverpool, though not larger nor more populous than it is now, a rate of barely 4d. in the pound would realise all that has to be paid here at present.

6950. The CHAIRMAN.—That is to say, all that is paid at 8d. could be realised by a rate of 4d.?—Yes, by a rate of 4d., if Dublin were as rich as Liverpool.

6951. Mr. HEADLAM.—Is the valuation system the same?—I do not know: I can only tell you what 1d. in the pound would produce. Of course if you want to get a sum of money out of a small city or a poor city you must raise your rateage more than you would raise it in a richer country. There are other matters connected with the financial arrangements of the Force which do not appear to follow the ordinary rules of police finance as applied elsewhere, and which tend to give an erroneous impression of the Dublin Police administration. First, the cost of the Police Courts in Dublin is partly defrayed out of the police tax, and the whole is paid out of police funds. Secondly, there is no allowance made for the cost of police protection of Government institutions. The whole expense of these services falls on police funds, and is not repaid by the Government departments, which benefit by the protection afforded. This cost is, therefore, partially defrayed by the police tax. Thirdly, the police tax is levied on an area in which there is a considerable property belonging to the Government, but there is no account taken of a grant which the Government gives in lieu of rates. In this way the amount of the local contribution is smaller than it otherwise ought to be. These three items, if adjusted, would make a difference in the respective contributions now apparently paid by the Government on the one hand and by the citizens on the other, and if they were adjusted it would be made clear that the former pay less and the latter more than seems to be the case at present.

6952. The CHAIRMAN.—Do you not derive any advantage from the sum which is contributed by the Government on their premises in lieu of rates?—No.

6953. It is very useful to record that, in case the Dublin Police gets into other hands?—I think it is. Now I have got another return here. The householders' measure the burden that is imposed on them by the amount of the rate that is levied, and if in their opinion this burden is excessive and heavier than that imposed elsewhere, they feel that they have a grievance, and this circumstance tends to interfere with the efficiency of the police in their midst. This grievance does not exist in Belfast, where on account of certain arrangements that have been made, the town pays a much smaller proportion of the total cost of the police force than is the case of Dublin. Dublin is liable to a

rate of 8d. in the pound, even if the valuation increases. It is held to contribute a sum of money the net amount of which (police tax and local receipts) equals a third of the actual expenditure of the whole police establishment (the Police Courts and the Police Force), whereas the contribution made by Belfast is a fixed sum, which only varies according to the police requirements of the town, and which would be realised by a rate of less than 4½ in the pound; the police rate, moreover, will fall if the valuation increases, and no portion of the expenses of the courts is charged to the ratepayers. These differences of treatment in two towns in Ireland cause a feeling of grievance and anxiety which, as I have said, reacts on the smooth working of the Force established in Dublin. I have prepared a table which gives an idea of this. The table gives the total cost of the Dublin Metropolitan Police establishment and Police Courts. In the year 1911-12 it amounted to £173,142. The total cost of the D.M.P. establishment was £162,939, and the Courts (including the Probation Officer, which is a new establishment, and who is certainly not a police officer in any way) amounted to £10,203. Now the £10,203 includes the cost of 10 constables employed at the Police Courts. These men are employed as messengers and as door-keepers, and you may call them ushers, and they are properly men that ought to belong to the Police Courts. The Probation Officer is not a police officer at all, but a lady who has been appointed under a special Act of Parliament, and I should have thought that if that charge was allocated to the proper place the expense might have been allocated to the Prisons Board. Instead of sending children to an industrial school, they are put under the beneficent training of this lady. However, she has been put on our Vote.

6954. The CHAIRMAN.—Is there anything in the Act which indicates how the salary is to be charged?—I do not think there is.

6955. Mr. STARKIE.—There is not. The Lord Lieutenant has made rules as regards the appointment and payment of the Probation Officers. In the rest of Ireland the Probation Officers are paid from the Clerks of Petty Sessions Fund?—Here they put it on the police. Now I go on. The police establishment, excluding the Courts and addenda of Courts, is £162,939. The cost locally defrayed is, police tax, £46,138; local receipts, £10,134; police tax on Government buildings, a little over £2,000.

6956. Mr. HEADLAM.—What exactly is that?—Government property, which is valued like any other, is exempted property. It pays no taxes, but the Government pay a sum of money in lieu of rates. We do not get our share put to our credit for it.

6957. That is the theoretical sum that you ought to get?—We ought to get it, but we do not get it; or at least it ought to be accounted for.

6958. I thought you referred to an actual payment?—No. The cost defrayed locally amounts to over 42 per cent of the total cost of the Police establishment, excluding the Police Courts. The Table showing the Account is as follows:—

YEAR 1911-12.		
Total cost of D. M. Police Establishment and Police Courts, ...	...	£173,142
Total cost of D. M. Police Establishment, ...	...	£162,939
*Total cost of D. M. Police Courts (including Probation Officer), ...	...	£10,203
*Courts, as above (borne by Treasury), ...	...	£10,203
Police Establishment (excluding Courts), ...	...	£162,939
Cost defrayed locally:—		
Police Tax, ...	...	£46,138
Local Receipts, ...	...	£10,134
Police Tax on Government Buildings, ...	...	£2,185
†Cost of Police at Government Buildings, ...	...	£10,533
		£68,990
Cost borne by Treasury, ...	...	£93,949
Cost defrayed locally amounts to over 42 per cent. of total cost of Police Establishment (excluding Courts).		

NOTE:—Duties on pawnbrokers' licences were for-

* Includes cost of 10 Constables employed at Police Courts.

† Excluding cost of 10 Constables employed at Police Courts (£1,210). This amount is, therefore, the amount shown in note in Annual Estimates, less £1,210.

merly payable to Police Funds, and formed portion of the Local Receipts. They amounted to some £5,095 per annum, which which equal nearly 1d. in the £ on the present valuation.

Under the Local Government Act (Ireland), 1898, these duties were handed over, not as a reduction of the Police Tax payable by the citizens, but as a free grant to the Corporation and the County Council for purely Local Government purposes (Local Government (Ireland) Act, 1898, Sec. 67).

The approximate amount payable for premises within the City was £4,700, and for premises in that portion of the D.M.P. District outside the City, £395.

I have put a note at the end of this paper to explain that the pawnbrokers' licences were formerly payable to the Police Fund, and formed portion of the Local Receipts. They amounted to the sum of £5,095 per annum, which was equal to nearly 1d. in the £ on the present valuation. Under the Local Government Act (Ireland), 1898, these duties were handed over, not as a reduction of the Police Tax payable by the citizens but as a free grant to the Corporation and the County Council. They both got their share. Most of it went to the Corporation. If any pawnbroker happened to reside outside the boundary of the City of Dublin, if he happened to live, we will say, in Kingstown, the county would get that.

6959. The CHAIRMAN.—And not the Corporation?—Not the Corporation.

6960. Not the Municipal Corporation of Kingstown?—Well, that I could not tell you. Of course, the Corporation in Kingstown is like a District Council.

6961. It is an Urban Council?—Yes, of course, it is an Urban Council, but it is under the County Council of Dublin.

6962. At any rate, it went from you?—It went from me altogether to the two local authorities.

6963. But you do not know the extent to which that went to the Dublin Corporation?—We can get that. It will be supplied.

6964. At any rate it went almost without exception to those bodies that contribute the 8d. in the pound?—Yes, only to those bodies that contribute the 8d., but my point is that instead of going to the citizens direct it went to the Corporation or to the County Council of Dublin. It did not reduce the rate. That is the point.

6965. But at the same time it is an element for consideration in connection with the rate?—Yes, that is so.

6966. Because it is placed to the credit of the funds of those who pay the rate, and when it amounts to 1d. in the pound, in reality they are only paying 7d. in the pound as a result of that?—Yes, I quite agree that it is an element. The aggregate amount of the sum is £5,095, a little less than 1d. in the pound on the present valuation, but of course we lost this sum of money; it was handed over.

6967. Mr. HEADLAM.—Can you say why it was handed over?—I cannot tell you. I was not here at the time.

6968. The CHAIRMAN.—It was when the Local Government Act was passed and this particular thing was pointed out as something that ought to be within the control of the local body who ought to receive the amount, and it was represented as a mere trifle. It was not known at all in Parliament, or at least it was not discussed at all, that it amounted to anything like £5,000 a year?—I believe so.

6969. Mr. HEADLAM.—Why should it be more a local receipt than the Car Revenue or the Publicans' or Pedlars' fees?—Of course we have a certain number of men on pawn office duty.

6970. But you do not get the fees?—We do not get the fees. Now I do not know whether it would be of any use (I think you have it in those figures submitted to you before), to give the effective strength of the Force from 1838 to 1913. I can put it in if you like. It is really merely comparative because it is taken at a certain date in the year and the effective Force sometimes may be over strength and sometimes under strength. It is, however, useful for the purposes of comparison, and shows, as I said before, that the Dublin Force has not varied in strength since it was originally established.

6971. The CHAIRMAN.—You will give that?—Yes.

6972. Mr. STARKIE.—There is a contribution from the fines and fees of the Police Courts?—Yes.

6973. That of course reduces the expense of the upkeep of the Police Courts?—Well, I do not think they ought to go to the Police Courts. In London all the fines go to the Metropolitan Police; I do not think they go to the Courts at all.

6974. The Dublin Police Courts cost £10,203?—Yes.

6975. But they contributed £6,028 0s. 6d. last year?—Yes, by fines and fees.

6976. Well it depends on whether you think that is a contribution to the Police Courts, or to the Police Fund?—In England?

6977. In Dublin?—It is a contribution to the Police Fund. We consider these are police fines and ought to go to the police and not to the courts at all. In London the fines go to the credit of the London Metropolitan Police.

6978. But in the rest of Ireland the fines and fees do not go to the Police Force?—Where do they go to?

6979. To the Corporation in certain corporate towns?—They do in Belfast, and the reason that they do in Belfast is that the Belfast Corporation keep up the Courts and they then get the fees attaching to it. That is the arrangement made. But the difficulty is to know what to compare the Dublin Force to, because if you compare it to any force you will find differences all round. I have no control over the cost of the Police Courts.

6980. The CHAIRMAN.—This is the provision relating to the payment of pawnbrokers' fees:—"The duty payable by Pawnbrokers under section 61 of The Dublin Police Force Act, 1808, and the Acts therein mentioned, in any part of the Police District of Dublin Metropolis shall be payable to, and be collected by, the County Council of the Borough or of the District where the place of business of the Pawnbroker in respect of which the duties are paid are situate, and the amount so received by such Council shall be applied in aid of their expenses in the execution of this Act, and the Receiver mentioned in the said section shall cease to have any concern with said duty"?—That is the Act of 1898?

6981. Yes?—What they did was this. They took a portion of the Police Fund and handed it over for Local Government purposes, and that is what we think a grievance. The Dublin Force differs from a good many other forces in not having any Chief Superintendent, and we think the time has come when a Chief Superintendent ought to be appointed. For some reason or other the office was done away with after the year 1883.

6982. Was the Chief Superintendent abolished in 1883?—No, he was left. There were two Commissioners before 1883 and a Chief Superintendent. From 1883 up to the nineties, as I understand, there was one Commissioner with a Chief Superintendent. After that there were two Commissioners and no Chief Superintendent, and now I want to revert back to the time before 1883 in which there were two Commissioners and a Chief Superintendent. We have no Chief Superintendent at present, and the consequence is that we are placed in some difficulty. What I have done is to appoint a Superintendent to do the duty of a Chief Superintendent, and I call him the Superintendent at Headquarters: he is given a small allowance, but it is not pensionable. The Chief Superintendent has special duties to discharge and it is not easy get on without him. He is required to carry out the Commissioner's orders, and should be senior to the other Superintendents. At present there is no officer to do this executive work, and the consequence is that I am obliged to take an ordinary Superintendent and call him Superintendent at Headquarters. I do not think the system is satisfactory. I think the Chief Superintendent ought to be re-appointed in the regular way, and what salary you give must be at your own discretion. There is a difference in the salaries of the "G" Division and the other Divisions, and I think that the Chief Superintendent should not be paid less than the "G" Superintendent, and he should be given the rank of Chief Superintendent.

6983. It seems that at an earlier period of the Force, the Chief Superintendent was also the Superintendent of the "B" Division and he confined to himself the discharge of the duties of Chief Superintendent and Superintendent of the "B" Division?—Yes.

6984. Now what you really have is the Superintendent of the "B" Division combining the duties of Superintendent of the "B" Division and Chief Superintendent?—Yes; I want the old system reverted to.

6985. One of your difficulties is that the Superintendent of the "G" Division has more pay than the man actually discharging the duties of Chief Superintendent?—Yes.

6986. And there are times when the Chief Superintendent ought to be obeyed by the Superintendent of the "G" Division and when the latter should take his orders from him?—He ought to be his senior.

6987. One proposal that you make is that there should be appointed a Chief Superintendent?—Yes.

6988. And the other is that the Chief Superintendent might be Superintendent also of the "B" Division?—Oh, yes, I would agree to that.

6989. And then that would not be the addition of an officer?—It would not. It would only be that the officer who discharges the duty of Chief Superintendent should be appointed as such, called as such, and paid adequately.

6990. Mr. HEADLAM.—You propose to keep the Assistant Commissioner?—Oh, yes.

6991. The CHAIRMAN.—Of course in 1883 the Chief Commissioner was given an increased salary apparently on the disappearance of the Assistant Commissioner?—Yes.

6992. And for 10 years they went on without an Assistant Commissioner?—Yes, and then the Force was afterwards run without a Chief Superintendent. But you must remember that the work now is greater than it used to be. I do not think there was so much work in the nineties as there is now. There is another addition, which would be, I think, desirable, namely, that we should have four additional Inspectors, one for each of the city Divisions. At the present time we have got 3 Inspectors to each Division. As the day of 24 hours is divided off into 3 periods of 8 hours, each Inspector is on duty during one of these periods every day, and he patrols and inspects the constables that are on beat of the division; but besides that there are a great number of inquiries to be made, and when inquiries come the Inspector has to be taken off this beat duty. I think there is room for an additional Inspector for each of the city Divisions, and as there are 4 city Divisions, "A," "B," "C," "D," there would be 4 additional Inspectors of the Force.

6993. Mr. HEADLAM.—Just tell us what you mean by inquiries?—Well, there are a number of inquiries to be made.

6994. Inquiries that must be conducted by an Inspector?—An Inspector is the proper man; for instance where a person writes to the Commissioner to make a complaint, it has to be properly investigated by a responsible officer.

6995. You have got no margin?—We have got no margin. Of course we have sergeants that do patrol work, but the Inspector who for the time being is on duty in the division has also patrol duty to perform. Then if we take him off for inquiries inspection is weakened to a very great extent. I think the time has come when we might have an additional Inspector in each of those 4 city Divisions, which are important Divisions. I do not think we want them for the outlying Divisions, "E" and "F": they are not rural Divisions, but they are not city Divisions exactly, and they have no slum area.

6996. The CHAIRMAN.—Now, when an Inspector is off duty, either on leave or sick, or anything of that sort, his place is taken by a station sergeant?—A station sergeant, yes, always.

6997. And of course when that station sergeant is so occupied his place must be filled by a sergeant?—By a sergeant, yes.

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6998. But the sergeant does not inspect; the sergeant never occupies the position of the Inspector?—Oh, no, never. If the Inspector is ill or on leave his place is taken by a station sergeant. And when that takes the station sergeant out of his ordinary work, a sergeant is put to do the station sergeant's work. Well, these are the main points with regard to the Inspectors, but I should like to add another word with regard to them if you would allow me. Mr. Dunne told you that there were 25 Inspectors. Well, there are 24 Inspectors, and our establishment is 24. The "A" Division has 5 Inspectors, 2 of whom are specially employed. The "B" Division has 4 Inspectors, 1 of whom is specially employed. The "C" Division has 3 Inspectors, the "D" Division 3, the "E" Division 3, the "F" Division 3, and the "G" Division 3, one being the carriage Inspector. Now that is 24. He must have counted the Chief Inspector of the "G" Division in.

6999. That would be 4 for the "G"?—Counting in the Chief Inspector that is true. Of the 2 Inspectors specially employed in the "A" Division, one is in charge of the Depot and the other in charge of the troop. In the "B" Division the Inspector specially employed is at the head of the Stores. Now, as to those 3 officers, at present Inspectors, we have an arrangement with the Treasury that our normal force is only to be 2 Inspectors. We have 3 at the present time.

7000. Mr. HEADLAM.—Two Inspectors for 3 posts?—That is only 2 Inspectors for these 3 posts, and it is quite a fair arrangement, because suppose the troop Inspector were to leave, the probability is that I would put the troop in charge of a station sergeant and leave him as station sergeant for a certain number of years until he had proved his capacity to do his work properly and until there was a vacancy for him.

7001. The CHAIRMAN.—In charge of the troop as the drill man?—As the drill man.

7002. He used to be a station sergeant?—Yes, and he is at present an Inspector, and the next man may perhaps be a sergeant for a short time, then station sergeant, and eventually an Inspector.

7003. Do you want us to have this proposal of yours put on record as to the appointment of 3?—No, I do not think that is necessary. It is a matter of arrangement with the Treasury. There are three posts, and normally two of them are filled by Inspectors. Sometimes we have only 1 Inspector in these special posts, and sometimes we have 3.

7004. Mr. HEADLAM.—When you say "employed" do you mean employed on beat duty?—No, I meant specially employed, one being in charge of the troop, another of the Depot, and the third of the Stores. There is just one other point. We were talking of station sergeants. There are usually three station sergeants to each station, giving a man an ordinary daily tour of duty of 8 hours, but in some of the smaller stations we have only got 2 station sergeants, each doing a 24 hours' tour of duty. Well, there are two of these latter stations where I think there ought to be three station sergeants. One is Newmarket and the other is Lad Lane. I want, therefore, to make an addition of two station sergeants, and that is the addition I ask for in that rank. The work is severe in those two places. They are both close to what we may call slum areas, and the men find that going on duty for 24 hours every second day is heavy work; I think it would be desirable that these two stations should each be made a three-relief station instead of a two-relief station.

7005. The CHAIRMAN.—Are these the only two stations in the service where the work is done by 2 station sergeants?—No, there are some others where the work is done by two, but it has not been represented to me that any change is necessary. Those two have been represented to me as being busy places, busy at night, and therefore the station sergeants get their sleep too much interrupted when they have one day and night on duty and one day and night off duty.

7006. Mr. HEADLAM.—There are 3 station sergeants for each station, are there?—No.

7007. But that is the idea?—That is the idea. Some of the smaller stations have not got them. I suppose there is no necessity for it.

7008. How many stations are there?—24. Dalkey for instance has only 2 station sergeants.

7009. The CHAIRMAN.—That matter of 24 hours was very fully considered by the men and by the officers, and they decided almost unanimously that where there were only 2 station sergeants at a station, the 24-hours' shift was the best?—So it is, I think.

7010. As distinguished from 12 and 12?—I agree with you; I think it is the best, but at the same time I think that those 2 stations of Newmarket and Lad Lane ought to be created 3-relief stations and not 2-relief. Now I come to the "G" Division. We have a system in the "G" Division which has been in existence for a long time but which is not wholly satisfactory. We have got the supernumerary system. We have a number of men who do not belong to the "G" Division but are attached to it, and these we call supernumeraries, and gradually they are absorbed into the "G" Division as vacancies occur. For the past 10 years we have had 8 supernumeraries. Sometimes there have been more, and once or twice there were fewer than 8. At all events there have been 8 for something like 10 years, and that would show that these 8 men are therefore required for the "G" Division, and I would propose that that Division should be increased by those 8 men, because at the present time the 8 men are really lost to the uniform service, that is, the uniform service lent these men to the "G" Division, and they are required there, and they work there, and if the "G" Division were increased by the 8 men there would not be a draw on the uniform force.

7011. But it would continue, of course?—It would continue.

7012. Whether you make them permanent members, as constables, of the "G" Division, or whether they remain as supernumeraries, they would be equally lost to the uniform service. Adding the 8 to the "G" Division permanently would make no difference to the Uniform Force?—I beg your pardon; the uniform service would be made up to its proper strength, and would not be obliged to detach men as supernumeraries to the "G" Division. It would be an increase to the Force of 8 men. I do not ask you for an increase of the Force in the other cases I have mentioned; for instance, there is no increase in the case of the Chief Superintendent, nor would there be increase in the case of the 4 Inspectors, for I would promote 4 station sergeants, nor in the case of 2 station sergeants, for I would promote 2 sergeants. I am not asking you for 6 constables to take the place of those 6 men. But in the case of the "G" Division, if you increase the "G" Division by the 8 men that have been acting as supernumeraries then I would increase the Uniform Force by 8 men.

7013. What would you propose with regard to those 8 supernumeraries, that they should become ordinary constables in the "G" Division?—I would then propose to make an alteration in the constitution of the "G" Division. The present establishment is, one Superintendent; one Chief Inspector; 3 Inspectors; 16 sergeants; 13 detective officers, and 10 constables; also 8 supernumeraries, who do not at present belong to the Division. That is what we have now. That is a Superintendent and 51. Well, now, what I would propose would be one Superintendent, one Chief Inspector, 5 Inspectors instead of 3, 17 sergeants instead of 16, 18 detective officers and 10 constables, or 52.

7014. Mr. HEADLAM.—You are increasing the number of the higher ranks?—We are. I think the higher ranks are rather low in comparison with other forces.

7015. The CHAIRMAN.—In fact the absorbing of the 8 leaves the number of constables as it was, you absorb the 8 in the higher ranks?—You cannot call a detective officer a higher rank. He is a senior constable.

7016. But does not a detective officer get the rate of the highest constable?—Yes, he does, but he is a constable; he is a senior constable; he is not a sergeant.

7017. He gets the extra rate before his time?—That is what happens; quite so. We have got no Inspectors to send outside now. We have got the carriage office in the "G" Division, and the Inspectors who might go outside are only 2, and they are doing office work. If there is any case, any serious case, we have no

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Inspectors to send out to investigate it, and I think we ought to have a man for outdoor work.

7018. What is the carriage staff?—One Inspector, one sergeant and five constables. I heard certain questions asked yesterday which seemed to compare our detective force with the Criminal Investigation Department in London. Well, I do not think we can well compare the two, because I find that the detective office here—the detective department in Dublin—comprises more than the Criminal Investigation Department. The Criminal Investigation is devoted entirely to the detection of crime. Then they have got another body of men who do not belong to the Criminal Investigation Department, who look after the carriage duties in London. That is a separate branch. Then they have also got a body of men to look after the whole of the Post Office crime in England and Scotland, whereas all these duties are done by the "G" Division, one man being allotted to Post Office duty in Dublin.

7019. Mr. HEADLAM.—The work is so big in London that you have to specialise the departments?—Yes. Our detective branch is a small Force, comparatively speaking, and therefore we do not specialise in those things, but we have carriage duty and Post Office duty.

7020. The CHAIRMAN.—You have only one man for that?—Only one man.

7021. There is no comparison really between London and this place of the "G" Division?—No; they have to specialise, and you must add all the other branches together before you can compare them with "G" Division.

7022. Now about the carriage department—the Inspector of the carriage department, of course, does not do anything else?—Nothing else.

7023. But as regards the 5 constables, are you not able to make use of them for anything else?—Yes, Mr. Brien, whom you examined yesterday, says that they do employ them in certain ways. He said that on various occasions if they want a man, and have not one at their hand, they send one of these to do the work. The carriage constables are the juniors of the Division.

7024. Mr. HEADLAM.—Can you tell us how much they use constables in the detective department in London and other places; how far are they all men of higher rank?—The Criminal Investigation Department does criminal investigation work only, and I do not think we can compare the "G" Division with that, because if we do so we should have to add the Post Office Staff and the carriage staff. The Criminal Investigation Department have, I believe 2 Superintendents, 9 Chief Inspectors, 10 first-class Inspectors, 36 second-class Inspectors, 14 detective Inspectors, 57 first-class sergeants, 106 second-class sergeants, 182 third-class sergeants, and 294 constables. If you take those 4 classes of Inspectors together, there are 69 Inspectors, and I think you will find that we have got a smaller proportion of Inspectors than they have.

7025. At any rate the general principle of those forces is to employ mostly superior men?—Yes: I think so.

7026. Mr. STARRIE.—There appear to be also divisional detective establishments in London?—Yes, there are. We feel that our divisions ought to be up to their proper strength. Hitherto we have been working without so many men, who have been lent to the "G" Division, and we think the time has now come to square up accounts, to make the "G" Division what it ought to be, and to give back the men to the uniform service that have been lent to the "G" Division.

7027. You have lent them for a long time?—But I am anxious to get the men back, and I do not ask for a great addition; we ask for 8 men to make the Force up to strength. There has been some reduction during the period that I have been here. When the barracks are complete in Great Brunswick Street, I shall be able to make a reduction, but that is already arranged for. When we built Fitzgibbon Street barracks we made a reduction, too.

7028. A reduction in Force?—Yes, a reduction in Force. Now I should like to go into the question of pensions. I think that possibly you might find this short memorandum useful:—

The Committee of Inquiry into the R.I.C. and D.M.P., 1883, recommended that the Pension Rates

of the R.I.C. and D.M.P. should be similar to those approved by the English police. The English Bill (Police Bill, 1882) was introduced in the Session of 1882, but was withdrawn, and did not become law until 1890. The Constabulary and Police (Ireland) Act, 1883, which was modelled on the English Bill, contains the following enactment at Schedule II., Section 14, Sub-section (c):—"But where a constable who becomes a member of the Force after the passing of this Act has, in the course of the 3 years next before the date of his retirement or death or such injury or cause, been in the receipt of a different annual pay from that which he is receiving at that date, his annual pay at the date of the retirement, death, injury, or cause shall be deemed to be the average annual amount of pay received by him for the said 3 years, instead of the annual amount actually received by him at that date." In the English Act, passed in 1890, the corresponding sections (53 and 54 Vic., cap. 45, Schedule I., Part III., Sub-section 11.) is:—"(a) A pension or gratuity to a constable shall be calculated according to the amount of his annual pay at the date of his retirement; (b) a pension or gratuity to a widow and an allowance or gratuity to a child of a constable shall be calculated according to the amount of the constable's annual pay at the date of his death; (c) but where a constable has, in the course of the 3 years next before the date of his retirement or death, been in more than one rank, his annual pay at the date of his retirement or death shall be deemed to be the average annual amount received by him for the said three years, instead of the annual amount actually received by him at that date."

That is that the annual net amount that he had after serving 3 years in his rank was called his pay. Now by the Dublin Police Act of 1883, after he has been serving 3 years in his rank he only gets the average of his increments, and the men consider that to be a hardship.

7029. The CHAIRMAN.—The only thing that leaves the matter a little doubtful with regard to the English Act is the last paragraph which contemplates two ranks amongst constables?—No. It says that, but where a constable has, in the course of the 3 years next before the date of his retirement, been in more than one rank, that is as sergeant or constable.

7030. No, unless you regard the word "constable" as a generic term, or meaning head or other constable?—I do. I take that as a generic term from the Superintendent downward. What is intended is, as I understand, that if a man serves 3 years in his rank he gets his pension calculated on the pay he is receiving. But by the Irish Act on the completion of 3 years in his rank he gets his pension calculated, not on the pay he is receiving, but the average of his pay during the past three years, that is, on the average of his increments, and he considers that a great hardship. As that sub-section of the Constabulary and Police (Ireland) Act was made to apply only to persons appointed after the date of the Act (18th June, 1883), it did not affect the interests of any member of the Force serving at that date, and the exact bearing it would have upon future officers of the Dublin Metropolitan Police who would be retiring 25 or 30 years later was evidently not fully appreciated. It is only in exceptional cases that men in the lower ranks are affected by the rule, as they seldom retire until after they have served 3 years on the maximum pay of their rank, but officers who were appointed to the Force subsequent to 1883 come under the rule, and it will penalise them severely. All officers in the Dublin Police are promoted from the ranks. Inspectors usually obtain promotion after 23 to 26 years' service, and at the present rate of promotion in that rank do not attain their maximum until after 7 years' completed service in that rank, and under the rule brought in in 1883 cannot retire upon their maximum until 3 years later. This brings them to a service of 33 to 36 years. Few men who have passed through the ranks of a police service can continue to serve efficiently for so long a period, and few of them, therefore, can expect to claim a pension on the maximum pay of their rank. The case of Superintendents is even

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still harder. They do not usually reach that rank until after they have served from 30 to 35 years, and cannot attain their maximum pay for the calculation of pension until 40 to 43 years' service. A Superintendent, therefore, under the existing pension law, can scarcely ever, in the future, be retired upon a pension calculated on the maximum pay of his rank. The actual cost of the change proposed will be trifling to the Exchequer, and it will remove what is felt by the officers of the service to be a disability not applying to the English police nor to the officers of the R.I.C. The consequence is that the officers of this Force, because they have been promoted from the ranks, are the only officers that have been penalised. I think that is a hardship. I do not think the rule of 1883 affects the men in the same way, but it certainly affects the officers. Every officer who joined the Service after 1883 and who gets promotion after 53 years' service to be Superintendent has then to serve up to 43 years' service.

7031. Of course, you are aware that the R.I.C. officers must have 40 years' service?—But the officers here may have to serve even longer than that, and the English Police Forces have no such rule. In England, if a man is promoted and serves 3 years in a new rank, he would not have his pension calculated on the average of his increments, but on the sum that he is actually receiving at the time he leaves.

7032. I think we are clear about that principle. That has been repeatedly pressed by the R.I.C. and by your officers and men. Where there is no change they ask, and I think the request is reasonable, that they should be pensioned on the pay they are drawing on the day of their retirement?—Then I wanted to ask this. Supposing that this Committee was to eventuate in there being a revision of pay to the Force, I would ask whether it might be made retrospective to this extent, that where men are near the time of getting their pension, it may not be necessary for them to serve 3 additional years to get the advantage of any increase. Take a man of 29 years' service. He is entitled to full pension now, but he might have to serve a year or so longer before he gets the advantage of anything that you may be able to get for him.

7033. That point is involved in the point that you were putting just before—namely, whether a man should be pensioned upon the scale of pay he is drawing at the time of his retirement, provided he is in the same rank?—If a man is pensioned on the scale of pay he is drawing when he retires, the point I have put would be unnecessary, except for the case of men who have been in two ranks. Now, there was a question with regard to the men. I observe that they spoke to you about getting full pension after 27 years' service. They said in London they get full pension after 26 years, which I believe is the case; but, of course, there is a difference between London and here. In London the men contribute, in Ireland they do not; but the point that I rather wanted to put before you was this—that the difference between the pension they get after 28 years' service and after 29 years is extremely small, and it would be a boon to the men. I think, if the period of service entitling a man to full pension could be reduced to a maximum of 28 years.

7034. Mr. HEADLAM.—Just tell us what cases those are at present, Sir John?—Well, it is a fiftieth added.

7035. They serve for how many years?—Twenty-nine years. They have to complete 29 years, and the difference between the pension they get after 28 years' service and after 29 years is extremely slight.

7036. They have to serve 29 years to get two-thirds pension?—Yes, to get their full pension.

7037. They are eligible for pension at 25?—After 25 years' service they get three-fifths of their pay as pension.

7038. Is there any age limit?—No age limit at all. After 26 years' service they can get three-fifths plus a fiftieth of their pay as pension; after 27 years, three-fifths plus two-fiftieths; after 28 years, three-fifths plus three-fiftieths; and after 29 years two-thirds. Two-thirds is the maximum. The difference of pension after 28 and 29 years' service is very small.

7039. How would you consider a proposal that they

should have so many years' service, and reach the age of 55 before they get a pension?—Do you mean maximum pension?

7040. Yes?—I have not thought of that. I would not like to answer that off-hand. The only point that I had in view when I brought this before you was merely to show that the difference between retirement at 28 years' service and retirement at 29 years' service is, under the Act of 1883, extremely small.

7041. The CHAIRMAN.—You are speaking from the point of view of the men?—Yes.

7042. But we are thinking also of the point of view of the public?—I think you are perfectly right to do that, but I speak also from the point of view of the interests of the men.

7043. Mr. HEADLAM.—From the point of view of efficiency is there any reason why a man should not serve for 30 years?—Well, when a constable serves beyond a certain time he is often useless as a constable, and you may have to get rid of him.

7044. He would not do for beat duty?—He would, and he does the duty, but he is often hardly fit for it. His work is hard. Half his life he has to be up at night, and it is severe work. Now, I have done with that, but there is a point connected with the widows that I do not think anybody has mentioned, at least none of the men did so. It was recently brought to my notice, and it is a small matter. Widows whose husbands have died while serving can now get a pension equal to a tenth of the pay, or £10, whichever is the greater; so if a man's pay is under £100, it is better to get the £10, and if it is over £100, it is better to get the tenth. Well, this is a small amount to give a widow who has lost her husband, if you give anything at all. Under the Old Age Pensions Act, persons who have never rendered any service to the State get some £13 a year, while these widows are the widows of respectable public servants.

7045. Widows of men who had not qualified for pensions?—Oh, no; widows are only eligible for pensions when their husbands have died in the service with pensionable service; and they now get £10, or one-tenth of the pay, whichever is the greater.

7046. Men who died from injuries?—From any cause. We had a case some time ago that I remember, of an Inspector who pursued some boys, got an attack of the heart, and died in three days. His widow gets a very small pension.

7047. The CHAIRMAN.—Is it uniformly £10 for all ranks?—£10 for all ranks, or a tenth, whichever is the greater, so that if a man's pay is under £100 a year the widow gets £10, and where it is over £100 she would get the tenth.

7048. Mr. HEADLAM.—Is not more given in the case of a man who is killed in the execution of his duty?—I do not think so.

7049. Mr. STARKIE.—There is in the Royal Irish Constabulary?—I do not think we have anything of the sort.

7050. It may be increased in the case of widows of men who have lost their lives in the execution of their duty?—I do not think so. The case of a man dying of heart complaint immediately after he had to run is one that occurs to me, and I would be glad if you could possibly do anything for those people. We will give you evidence about it if you care to have it. I am only just drawing attention to it. Even under the Old Age Pensions Act the pension amounts to £13 a year, and widows of policemen, when pensionable, might get 1/- a day.

7051. The CHAIRMAN.—All those pensions and allowances for children, and so on, cannot be expected to be anything like a maintenance, and it never was intended that that should be so?—And it never was enough.

7052. It is only an assistance to people who, for the future, will have to earn their own subsistence?—It is not more than that.

7053. Mr. STARKIE.—A pension is not given at all in the English Force in the case of natural death: it is only where the husband dies from some injury received in the execution of his duty?—I don't know.

7054. The CHAIRMAN.—That must be considered in connection with the R.I.C.?—Well, there is also the case of a man dying immediately after leaving the service. The Act provides this—that if a man dies

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immediately after he leaves the service, you take the amount that he would receive within the year if he had lived the year, and you deduct from it the amount that he has actually received up to the day of his death; and then the remainder may be given to the widow. That is what the Act says, but the interpretation of it is that only half is given to the widow and £1 a year for every child up to the age of 15; that is to say that if there is a child of 14, £1 is given; if there is a child of 12, £3 is given, and if there is a child of 1 year old, £14. That automatic scale was settled, I think, in the year 1885 or 1886, but it was settled without the consent of, or even without the knowledge of, the Commissioner at the time, and it referred to some warrant which was not a warrant which purported to touch the Act of 1883. I think, rather a hard rule. The reason I mention it is that only a short time ago the rule was applied for the first time to the case of an officer of the Dublin Force. There was an Inspector who died a couple of months after he was pensioned. The full amount coming to him was £104 odd. The widow was granted £52, which was half. I mean to say that the net amount of the difference between his pay and what he had received was £104, and accordingly under the Act the whole £104 might have been given to the family. Instead of that, only half the money, or £52, was given to the widow and £14 to the family. They had one child, a year old, and that child got the £14, that is £66 in all. I felt it necessary to represent the case very strongly, and asked for some reconsideration; and we got an answer that £18 would be given instead of £14, that is, £70 instead of £66. I think that was the answer.

7055. Who made the rule?—It appears to have been some Treasury rule.

7056. Does the statute say specifically that the half is to be given?—It only says that the whole "may" be given.

7057. Mr. HEADLAM.—I suppose it was intended that that should be the maximum?—You might say the same for any other pension. My point is this—that these cases are evidently individual cases, and each of them should be tried on its own merits. They could be settled between the Commissioner and the Treasury Remembrancer, who is on the spot, better than in London. I know the circumstances, and I think it would be more satisfactory if such cases could be arranged between me and the Treasury Remembrancer. I could not understand why the provision of the Act to benefit the family of whom I have just spoken should be reduced under a rule of which I knew nothing, nor why some £30 should not have been given to them.

7058. I think that there is a rule probably dealing with the service as a whole, and that that may have been drawn up presumably on precedents, but I am speaking without knowledge?—We contend that that rule ought not to apply under our Act, especially when it had not been brought before the notice of any of my predecessors. In fact this occurred for the first time, and this was the first time I saw the papers. I should like perhaps to say something about the whole question of pay, but I do not want to go into any details with regard to it, because I think the men put their own case, and their own case seems to me to be a matter for themselves rather than for me.

7059. The CHAIRMAN.—They put their own case very fully?—I think they did. But I just want to say a word about a kindred matter. It has in the past been held generally that the lowest rate of pay of the Chief Inspectors is equal to the highest rate of pay of ordinary Inspectors. The sergeants of the detective branch appear in the past to have always gone up to the rate of the station sergeants. As there are no station sergeants in the "G" Division that seems to have been done. Then the detective officers get the highest rate of pay given to constables of the ordinary Force. I thought I ought to mention these points. Now some of the men feel that their increments are rather long, that is, there are too many increments, and that it takes too long to get the highest rate.

7060. Mr. HEADLAM.—Would they prefer a smaller increment at shorter periods?—They would prefer quicker increments to get to the top of their pay. I will take the Superintendent of the "G" Division. He has got 10 increments, and I think that that is

too many. The ordinary Superintendents have 7, but the Superintendent of the "G" Division has 10, and I think that might be shortened. Then there is another question. I observe that the Superintendents are the only rank that got no lodging allowance in 1901. In 1901, when the principle of lodging allowance was admitted, and all the ranks got lodging allowance, for some reason, I don't know why, the Superintendents got none. There are 3 Superintendents that have houses at the present time.

7061. Official houses?—The Superintendent at headquarters has a house which belongs to the Board of Works, but we have always been able to apportion it to the Superintendent at headquarters. The Superintendent of the "G" Division has a house which appears to belong to the Government, and that has been handed over, and we put the Superintendent there. There is a small house attached to and belonging to Fitzgibbon Street Barracks, which is now occupied by the Superintendent of the "C" Division.

7062. Three out of seven are already provided with quarters at the public expense?—Yes, at present it happens to be so.

7063. As a matter of fact they are?—As a matter of fact they are. The houses occupied by the Superintendent at headquarters and by the Superintendent of the "G" Division have been so occupied for a long time; but the house in Fitzgibbon Street was intended for an Inspector. The Superintendent asked whether he might live there, and he got leave to do so. Inspectors get lodging allowance, Superintendents do not.

7064. The present arrangement in Fitzgibbon Street is that you have put the Superintendent into a house instead of putting the Inspector into it, who would lose his lodging allowance?—I know that the Superintendents have no lodging allowance, and I know that they have asked for it.

7065. The CHAIRMAN.—You say the Superintendents got a considerable increase of salary at that time, from £250 to £300, and lost a servant, horse and house?—Yes, but will you allow me to put it in this way—that the whole of the ranks of the Dublin Metropolitan Police got a lodging allowance except the Superintendents. The married men got a lodging allowance after 10 years' service, and it has been reduced since then to 7 years. The sergeants, station sergeants and Inspectors all got a lodging allowance, but the one rank of Superintendent did not get any, and why I do not know, and now they ask for a lodging allowance, and it is for you to say whether you recommend it or not; all I wish to do is to point out that discrepancy, and to say that I should like to see them get the allowance.

7066. Mr. STARRIE.—They may not have asked for it in 1901?—I fancy they did not, but they ask for it now, and I should like to back up that application. I do not know whether it is of any use, my saying a word with regard to the application of the Inspectors. I should like to point out that, with the exception of the one Chief Inspector of the "G" Division, we have no Chief Inspectors. Elsewhere duties that are performed by the Chief Inspectors are performed by Inspectors here. Now, the last point with regard to pay that I have to put forward, is one to which I attach some importance, and I should be glad if you would consider it. I think there might be a certain sum of money put at the disposal of the Commissioner for the time being, for what I call Merit pay. We have no merit pay in the D.M.P., and other Forces seem to have a class they call the Star Class (that is so in Liverpool), a class of men who get one shilling per week extra pay. My idea is to do what is, to a certain extent, done in the Army, and to have what may be called merit pay, to be given when a man deserves it. I think also, merit pay should be calculated in pension. The man who gets merit pay should be placed in a grade, and if any one of them misconducts himself he should be removed from that grade, just in the same way as a sergeant who misconducts himself is reduced to the rank and pay of a constable; so, merit pay would not be given to a man who did not deserve it. There are some men who cannot be promoted because they have not got the capacity, or for other reasons, but if they get into the Merit Class they might be given one shilling or two shillings a week extra, and I think it would be an advantage.

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7067. The CHAIRMAN.—You propose that there should be so much allowed to them every year?—Yes.

7068. Don't you think a proposal of that sort would rather tend to be automatic as regards the distribution of it?—Perhaps it would be eventually. I think also you would get a grade of specially reliable and self-respecting constables. They have the system in certain police forces. It is analogous to good conduct pay in the army; it is a recognition of men of good conduct and of long service who, through no fault of their own, can never be promoted. I do not think a man should get it much before 18 or 20 years' service.

7069. Mr. HEADLAM.—There is an item for rewards, I think?—Yes, for rewards for special work and for extra pay for doing duty in plain clothes.

7070. What is the extra pay given for; is it for extra duty?—No, it is an allowance rather for wear and tear of plain clothes. Also special rewards may be given; for instance, a man conducts a particular case well, and shows a great deal of police ability, and he may get a special money reward for his work, the money being provided out of the item for rewards. That is a different thing from what I call merit pay.

7071. Mr. STARKIE.—A sum of £400 a year would give 2/- a week to about 60?—I think it would work out about that, and sometimes, in the case of a sergeant, he might get higher. I think a merit class is a good thing to have. Now there are three small points. The first time the pay of the Dublin police was made statutory was in 1883. It was not so before that date, and I do not know why the Irish police pay should be made statutory: the Irish police are the only body in the service of the Government that has a statutory pay. In the case of the army, I believe it is fixed by Royal Warrant, and why the pay of the Dublin police should be fixed by statute I do not know. When a revision of pay becomes necessary, the question has often to be adjourned, I suppose on account of the increasing difficulties in getting Acts of Parliament passed, and I think that is a serious matter. As I understand, the original Act had nothing about pay in it. Pension is a different thing, and can be settled by statute, but I do not know of any other body in the service of the King that is under the restriction of having a statutory limitation of pay. The next point is this: In 1899 it was agreed that the salary paid to the Accountant and Secretary of the D.M.P. was inadequate, and it was settled with the then Chief Secretary and the Treasury that a Bill should be introduced taking away the statutory limitation of this particular salary. An opportunity for doing this did not present itself till 1905, when Mr. Long introduced a special Bill, but the Bill was abandoned. It was again introduced by his successors, but without result, in 1906, then in 1907, then 1911, and then in 1912; so we have had five special Bills to get this small thing done, and we have never been able to get it passed. The third point refers to an alteration in D.M.P. boundary: in the year 1901 the City of Dublin boundary was increased, which necessitated an extension of the Dublin Police area. But the extension then made is not sufficient, and a further increase has to be made.

7072. The CHAIRMAN.—I suggest with regard to the boundary question that you should communicate with the Treasury and the Chief Secretary. I do not think we have much to do with it?—Very well, it will be best to deal with it as you say.

7073. Mr. HEADLAM.—What have you to say about recruits; have you had a very serious decrease in the number?—I am afraid that we have; our recruits are not coming forward in the same way as in the past. Contrary to former experience, whenever we have to call up a batch of recruits we find we have exhausted our list of first-class candidates, and we have frequently to go into the second class for men, and that means men of inferior physique. I would refer you to the Return* presented by Mr. Magill, which shows how the number of young men presenting themselves for service in the D.M.P. has decreased during the past few years.

7074. There is a difference in quality, do you think?—Yes, I think there is. A second-class man is never as good, as regards physique, as a first-class man. We have taken more second-class candidates in now than I can remember before.

7075. Those are all men that are well over the standard height. You have got an arbitrary height standard above your public standard?—Our public standard is 5 feet 10 inches, but we seldom take men under 5 feet 11 inches.

7076. Your resignations have not increased?—We had an increased amount of resignations last year; but of course that may have been due to various causes. The Return presented by Mr. Magill shows the number of vacancies during the past year.

7077. You have no objection to take ex-soldiers?—Oh, no; I should be very glad to get them, and we do take them up to a certain number. I have no objection to take them, and we do take them.

7078. The CHAIRMAN.—But a very large proportion of reservists would not do?—We could not do that. If we did we might lose too many of our men; but whenever I find what I consider a decent soldier, I am only too glad to get him.

7079. Mr. HEADLAM.—Have you had any correspondence with Sir E. Ward's Committee about it?—Yes, and we filled up certain returns; we often get men of the Irish Guards: they are well disciplined and well trained, and they are all Irishmen, and I am glad to get them when they are suitable and can be recommended by the Commanding Officer.

7080. We are asked to say how far the costs of improvements in pay might be met by improvements in organisation. Have you anything to say about improvements in organisation, or have you any economies to suggest?—I do not think I have any economies to suggest, but I do not think that the increases I propose are very serious.

7081. I was not saying that?—I think they are very small. I have made economies with regard to the building, and I hope to be able to make them in the future. I think that question of building is rather a serious one.

7082. The changes you propose are all fitted on to the existing organisation. You do not see any way in which the organisation might be altered?—No, I do not quite see how it could. I do not see at the present moment how we could alter anything in the sense of economy.

7083. Mr. STARKIE.—There were no Superintendents examined in the 1901 Inquiry as witnesses; they were not represented, and nobody mentioned them at all?—I don't think they were mentioned, and that perhaps was the reason why they were left out in the cold.

The Committee adjourned for luncheon and resumed at 2 p.m.

Mr. T. P. GILL, Secretary, Department of Agriculture and Technical Instruction for Ireland, examined

7084. The CHAIRMAN.—We did not intend to ask you to trouble yourself with preparing anything in the way of statistical and other information for our purpose, but we are glad to have you here, because we understand that you will bear some testimony in the manner in which the Royal Irish Constabulary have assisted

you in reference to the carrying out of the various orders about Foot-and-Mouth Disease, and so on?—Well, I volunteered to come here, because on the part of the Department I really felt bound to give some testimony of our sense of obligation to the Police Forces—both the Royal Irish Constabulary and the

* *Vide Appendix XL.*

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Mr. T. P. GILL examined.

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Dublin Metropolitan Police. Of course, we are much more concerned in the country generally with the Royal Irish Constabulary. Well that body assists us in such a number of ways, and so efficiently, and in matters so essential to the administration with which the Department is concerned, that I have often wondered what we should do if they were not there. Certainly supposing they were not there, a considerable corps of people would have to be employed and paid to do the same duty as the police do for us.

7085. Mr. HEADLAM.—Can you tell us who does the similar duty in England?—Well, I could not precisely say off-hand.

7086. It is the police, I suppose?—No, there are a lot of things that are not done by the police. For statistics they have to have special enumerators paid.

7087. I mean especially in connection with Foot-and-Mouth Disease?—They have nobody doing work which corresponds to the work that the police do for us. They have the local authority officials, both police and lay officials of different kinds, administering a considerable proportion of their work under the Diseases of Animals Act. They make an order scheduling a particular district; the execution of that order is mainly carried out in England by the officials of the local authority.

7088. That is to say the sanitary officials?—Sanitary and Public Health and veterinary officials and their police. We have no extent of staff corresponding to that in Ireland, and that work is covered for us by the Royal Irish Constabulary.

7089. The county authorities in Ireland have a veterinary staff, have they not?—They have veterinary surgeons who carry out some of the administration of the Diseases of Animals Acts for us.

7090. But have they not a large sanitary staff as the English authorities have?—No, they have not, but the local authorities employ veterinary surgeons under the Diseases of Animals Acts whose salaries are paid to the extent of one-half out of local rates, and the remaining half paid by the Department. These come under our supervision. Mr. Butler will tell you what the police do in reference to the collection of agricultural statistics. That system is very elaborate. I will only mention about it this fact—that we have had in recent years test surveys, as they are called, of the work of the Royal Irish Constabulary in collecting statistics, regular scientific test surveys, made in different places, to ascertain the accuracy of their work. Well, that test survey has vindicated in really a striking way the accuracy and completeness of the statistical work done by the Royal Irish Constabulary.

7091. The CHAIRMAN.—That is very satisfactory?—Very satisfactory, and we are prepared to say in the Department from these tests that there cannot be in any country a more accurate collection of agricultural statistics and data than that which is furnished by the Royal Irish Constabulary. There are various reasons for that besides the fact that the men are all trained men, accustomed to discipline, trained in accurate methods and methodical work. There is the fact that they are nearly all drawn from the agricultural classes, and they know every goat and sheep and dog and bullock in the country round their districts; they take an interest in what is going on, and they can almost tell from walking about the extent of any man's crop and the amount of manure he puts down, so they have got a sort of latent knowledge, if I may call it so, which is of immense assistance to them in that work. That very same quality has immensely enhanced the value of their work in connection with Foot-and-Mouth Disease, because they are all accustomed to handling live stock, and know all about their management and movement, and the habits of the men who are dealing with them. Now in other countries—on the Continent, for example—they have never been able to cope with Foot-and-Mouth Disease. They have attempted it in the most elaborate way, and on precisely the same lines as we are attempting the suppression of Foot-and-Mouth Disease, and they have quite failed to get control of it up to this, so that in France, Germany, Austria-Hungary, Holland, Russia, and other continental countries, it is beyond their control, and they have it all the time

and to a wholesale extent. Now it is curious that one of the difficulties even in Prussia, with their highly-developed police and military organisation, is that the men whom they have to employ in this duty are not sufficiently acquainted with agricultural conditions to be of real use to them. I put an article in our journal at the time of the 1912 outbreak that gives a number of facts about the continental methods, and I might make a quotation from that here which is of some interest. This is with regard to Holland:—“The Dutch Veterinary Authorities experienced some difficulty in carrying out the important work of guarding infected farms and areas which it had been found necessary to isolate or restrict. This duty could not be undertaken by the parish constables, whose numbers were too few, and who besides had also other important duty to perform. The two remaining police services—the State police and Mounted Constabulary—did excellent work for a time, but even their numbers were soon insufficient to cope with the large number of infected places which required to be watched. Civilian guards were also tried, but of these there was no great choice at times when work was plentiful, and so unsuitable persons had sometimes to be employed. The use of the military was not very successful either, not indeed because they were military, but because it was not easy to control the movements of a lot of young men when they were off duty in the villages, and when the regulations which they had been brought down to enforce were apt to be forgotten. Besides, the question of quarters was always a difficult problem. The experience gained was, on the whole, that persons employed at this work, whether civilians, police, or soldiers, must be well instructed in their duties, must fully grasp the nature of the responsibility confided to them, and must not forget that responsibility even in their leisure moments. Persons detailed for these duties must be very carefully selected, and, if possible, should undergo some little preliminary training to fit them for their work.” I have pointed out here that we had the Royal Irish Constabulary, who had got all these qualities, at our service in Ireland, and that very little explanation of the technical part of the duty sufficed to make them thoroughly efficient. Now in Ireland the difficulty of coping with this disease is probably greater than that in any other country, for the reason that, with one exception in Europe, the density of cattle on the land is greater in Ireland than it is in any other country. We have at normal times more than 23 cattle per hundred acres on the land in Ireland, as against 15 per hundred acres in Germany, 11 in France, 15 in England, 6 in Scotland, and 10 in Austria-Hungary. In all those countries, except England and Scotland, the disease exists wholesale over the country with thousands and thousands of outbreaks every year. I should say, too, that two years ago the outbreak came on us in the middle of the season when the density of cattle on the pasture lands is greater than at any other time of the year, and it would be perhaps 50 per hundred acres. Notwithstanding the fact that we have that extraordinary difficulty, we have been so far able to cope with it. We are in the middle of very serious trouble now, but I have no hesitation in saying that were it not for the Royal Irish Constabulary it would be quite impossible, in such conditions as these, to get any control of the disease. They assist us in all this Foot-and-Mouth Disease work, and I should like to mention this, that the Foot-and-Mouth Disease duty is a new and additional duty cast upon them within the last two years. It was thirty years since we had had any Foot-and-Mouth Disease before in Ireland, and at that time the disease was not treated as it is now, and no thoroughly effective attempts to control it, in the state of knowledge at that period, could have been made.

7092. Mr. HEADLAM.—The police were not used the last time? These operations that we are carrying on against the disease were not then so thoroughly or so strikingly employed.

7093. Mr. STARRIE.—It was largely allowed to die out?—It ran through the whole country, and lasted nearly two years, and affected practically every county in Ireland. Let me tell what they do for us. They prevent all movements of animals in scheduled districts where movements are prohibited by

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the Department's orders, and then they draw this *cordon sanitaire* round every infected area, and they watch and guard the infected places, and prevent the movements of unauthorised persons in and out. They see to the disinfection that it is necessary to have carried out at all those infected places. Nobody is allowed to come off an infected farm without being disinfected, and he receives a varying amount of Jeye's Fluid on his boots, and all that, and the police see to that. If you look at page 12 of that Report* you will see a picture of labourers coming off a place, and getting themselves disinfected.

7094. There is a picture of a man being actually disinfected?—Yes, that is another process of disinfection, and if you look at page 13 you will see those labourers that are mentioned. You will see labourers handing in their tools to the police. Those labourers are the men who are employed when animals have to be slaughtered, to carry out all that sort of work, and you will see a great pit that is being dug; you will see a picture of one of those pits on page 25, and you will see these labourers at work and the police superintending them. They often see to their tools being handed over, so as to secure that they are disinfected, and that the men are not allowed to go off amongst unauthorised people, and thus carry the infection. There is a very good picture on page 30 of the cycling corps. In order to have the *cordon sanitaire* as effective as possible, the men are mounted on bicycles, and patrol the roads, so that one is in touch with another, and so as to let nothing pass. In page 18 you will see them paying the labourers. Again they enforce obedience to the orders prohibiting movement of hay and straw, and orders relating to the control of the dogs and other animals. They prosecute for offences against the orders. They report suspected cases to the Department and to the local veterinary inspectors. They act in this respect very largely as our eyes and ears, or they supplement the eyes and ears of our local veterinary inspectors and agricultural inspectors in looking out for symptoms of disease or any rumour that it may be about. And they superintend all that work of slaughter, burial, disinfection, and valuation of animals. They accompany our inspectors who carry out the inspections of live stock, and who are at present, and have been for weeks past, engaged in the elaborate tracing down of hundreds of calves which had either direct or indirect connection with the sale at Cork, and which may thus have been carriers of infection. We have had to trace these through all the fairs and farms through which they ramified. The police help our men at all that, and valuable help it is. They help us in issuing licence forms for exceptional movements in scheduled districts, and in supervising the movement of animals specially licensed: for instance, we put on the restriction first and all movement is stopped, and then in order to facilitate people for marketing purposes, for breeding purposes, for the purpose of the meat supply, for example, in Dublin, we allow movements to be made on licence. The animals will be inspected and licences will then be given to move them to a particular place, either to a slaughter house in the town for slaughter, or from farm to farm, and so on. The police assist and take part with our officers in all those duties. That is generally and only very roughly what they do in connection with foot-and-mouth disease, and I repeat that that is all additional work to what they had to do before, and so far as I know they do not get a penny extra pay for it. They do not get any from us. I feel very strongly the value of their zeal and their intelligence and the way they have thrown themselves into this work, and that is why I am here to tell you something about it. And that is not the only work they do for us. Apart from the statistics, which Mr. Butler will tell you about, we have (keeping still to our veterinary administration) many sheep-dipping Orders, to secure that the disease of sheep scab does not spread among sheep and to secure that no diseased sheep shall go into England; and all these measures (I should like to underscore this fact) are quite as much in the interest, if not more in the interest of the live stock and agriculture of Great Britain, as they are in that of Ireland, because Ireland is the great supplier of live stock and there is a constant stream of live stock from Ireland into England. In fact, the beef industry

of England depends entirely upon the Irish stores, and any disease here would spread through England to an enormous extent, greater than would be due to an originating source in Great Britain itself, and therefore all those measures are in the interests of protecting Great Britain from disease as well as Ireland. Well, these sheep-dipping orders are intended to guard against any breach of the Contagious Disease of Animals Acts, and in this the police are a great help to us. At the commencement of the dipping season in each year the police serve personally on each owner the forms prescribed for use under the sheep-dipping orders. They send to local authorities notices of intention to dip received from sheep owners, and declarations as to dipping. While on patrol they keep watch to see that dipping is being carried out and report cases of failure to comply with the orders. They furnish to the local authorities before the commencement of each dipping period a list of names and addresses of all owners of sheep in each Constabulary sub-district. They keep at the police barracks stocks of forms for use under the orders and issue these forms to applicants. Within the last few years additional orders relating to sheep-dipping in special districts have been made by the Department, and these orders have imposed additional duties on the police in the districts concerned. Now, as to swine fever, another disease, the Dublin Metropolitan Police give us help, and I should say that within the Metropolitan District of Dublin, which is now actively at this moment brought into the sphere of foot-and-mouth disease operations because of the outbreak at Stepaside, within that area the Dublin Metropolitan Police assist us in just the same way as the Royal Irish Constabulary; so practically everything I have said about the Royal Irish Constabulary in the rest of the country applies to the Metropolitan Police when it comes to operations of this nature within the Metropolitan area. In the case of swine fever the Dublin Metropolitan Police exercise a certain control over dealers' licenses under the Dublin Swine Fever Order. The police both in Dublin and elsewhere see to the proper cleansing and disinfecting of premises where swine fever has occurred and employ labour on behalf of the Department for carrying out this work. They have also duties in connection with the Swine Fever (Movement from Ireland) Orders of the Board of Agriculture and Fisheries of Great Britain. They keep stocks of forms at the barracks to be issued to persons wishing to export swine to Great Britain. They countersign the declarations of owners of these swine and satisfy themselves as to the correctness of the declarations. There is a new Order now, the Tuberculosis Order, and new operations, as you are aware, Sir David, are contemplated for the control of that disease. This has placed additional duties on the police. They have to receive and forward notifications of supposed cases of tuberculosis in cattle, and see that the detention requirements when imposed are observed. They are frequently asked to report to the Department as to circumstances arising in connection with the enforcement of the Order. Then there is attendance at fairs. They attend at railway stations on the occasion of fairs, and see that no cruelty to animals or overcrowding in railway waggons takes place. This is at normal times.

7095. Mr. HEADLAM.—That is their statutory duty?—Yes.

7096. That is not specially for your Department, I mean?—Well, I am not sure of that. Under the Disease of Animals Acts our Department has to see that the transit of animals is properly conducted, that at each railway station there is a proper lairage, and that these lairages are disinfected and whitewashed, and so forth, and that there is a proper way of conveying the animals on board, and that the trucks are disinfected and that animals are not driven into the trucks in circumstances which would be injurious to them as well as cruel or otherwise objectionable. That is under the Diseases of Animals Acts.

7097. They act under that Act as your agents?—Yes. Generally speaking, they make various inquiries which cannot easily be specified in addition to those I have indicated on matters connected with the administration of the Diseases of Animals Acts, and they assist both the Department and the Local Authorities

* Report on Foot-and-Mouth Disease in Ireland in the year 1912. (Cd. 7103. 1913).

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[Continued.]

in the working of those Acts and in many other ways besides those I have named. They receive and forward to the Department, the Local Authorities, and the local Veterinary Inspector reports as to all the various animal diseases scheduled under the Acts as well as those I have mentioned. They themselves take opportunities of inquiring and reporting on the health of live stock, and they supervise premises where restrictions of any sort whatever are in force and prevent illegal movements and breaches of the Department's orders. Now that is on the veterinary side of the work.

7098. Tell us the procedure. Do you, when there is an outbreak, communicate directly with the Constabulary of the district, or communicate with headquarters here?—Yes, we communicate with headquarters; but by arrangement with the Inspector-General after the thing is started we communicate direct. At the beginning, when this visitation comes upon us, I usually have a personal consultation with Sir Neville Chamberlain, or a couple of notes pass between us, and he puts the Constabulary in motion, and then if we issue a new order suddenly, such as we have constantly to do (we had to do it the other night), we will send both by wire and post our notification as regards that order direct to the County Inspectors, the District Inspectors, and also to the head constable in charge of barracks, so that they may know as quickly as possible; and then, of course, we communicate with headquarters and that is all ratified and sanctioned by them. Then I should say that the officers of the police, the County and District Inspectors, in very many instances, in nearly all instances, when they have grasped what was required, have thrown themselves into the thing with great zeal. Some of them have shown a commanding sort of efficiency about it, and originality and initiative too in supporting our measures by measures which often appear almost like a military proceeding. For example, in Mullingar two years ago when 37 outbreaks appeared at once owing to there being a number of town premises connected with each other, and the animals coming from town parks round about, it was an awful problem: but every one of those farms was marked out by the police with a red flag, so that people coming along the road could see the danger spots and keep away from them. They thought of that idea of red flags themselves; and they make suggestions which are very helpful. That is all on the veterinary side; but in the regular work of the agricultural branch also they give us a great deal of help. They make confidential inquiries for us of various kinds and their reports in consequence of these inquiries are of very great assistance to us. Again for the Fisheries Branch they also make confidential inquiries when necessary, and they witness delivery of boats, gear, etc., to borrowers of fisheries loans, and witness signatures to promissory notes and other documents.

7099. The CHAIRMAN.—I suppose your information also covers the fact that the same class of assistance is derived from the police by the Congested Districts Board everywhere?—I assume it is; and in the every day work of our agricultural branch they put up the notices in front of the barracks when we give warning to the people to spray their potatoes and warnings about seeds, manures, adulterations, and so on. All that work in the way of checking the adulteration of food stuffs and of manures which we have to deal with is directly assisted by the police too. We have had to make an order recently in connection with a disease called black scab in potatoes, the disease having come to the County Down from England recently, and we have had to put that district, as regards removal of potatoes, the digging or movement of potatoes, under prohibition; and the police, of course, enforce that order.

7100. Well, really you have borne very high testimony to their usefulness, and also to the fact that they do not draw the line as to what they would or would not do for you. They do whatever may be necessary?—Quite so. I may say we put into our Report, of which you have got a copy, several instances of the way in which the police work, and at the conclusion we pay a strong tribute to both the

Royal Irish Constabulary and the Metropolitan Police. And there is another point that we mention, which is of interest, and that is the great advantage of the existence of a police force under central Government control in this work, and in the fact of there being such a force with adequate reserves and common to all counties, which can be moved from different points to points at which their presence is needed, on an order made at headquarters thus permitting the movement of additional men to augment the normal strength of any distant centre in a manner which is not so readily practicable with separate county forces. I think that practically covers all I wanted to say.

7101. The CHAIRMAN.—We are very much obliged to you for taking the trouble of preparing that information for us and also for coming here.

7102. Mr. HEADLAM.—One question about these agricultural statistics, and the services of the Constabulary. You attach great importance to those statistics and you find them very well collected by the police?—Yes.

7103. If there were no police, say, or a small force of police, what would you have to do to get the statistics?—We should probably have to employ somebody else.

7104. Travelling enumerators or something of that sort?—Yes, something of that sort.

7105. People of a clerical class?—Well, on the spur of the moment I would not like to commit myself as to the sort of person that one would have to employ then. You might attach this duty to somebody who was doing other duties in the district, but there is no doubt of this that you would have to pay from some source for this duty which you would take off the police, and I think it would be very hard to find a body that would do these statistics in such a systematic fashion. The police seem to me (I am not speaking of the number of them, for that is another question, and I cannot offer any opinion on that), but the police seem to me to do such a number of duties of various kinds for various Government Departments in Ireland, other than what is ordinarily considered Constabulary duty, that the probability is that if they were not there you would have to call on an enormous body of other officials to discharge these duties.

7106. The CHAIRMAN.—Of course, as regards the collection of agricultural statistics they are in a favourable position, because there is a register of householders in every police barrack for that particular sub-district, containing particulars of the man and his family and his holding, so that the enumerator could check himself when he gets his papers as to every townland he does. But, however, it is very satisfactory to hear from you that with your scientific test you found great accuracy?—Yes, great accuracy; and the fact that these men understand farming matters, and have been brought up from and belong to the farming class, means that they can instinctively know what is on a farm. Now, suppose a townsman went out to collect statistics, a farmer could if he wished throw dust in his eyes in telling him how many stock he had, and how much he had put down of a particular crop, but he could not do that with a resident Royal Irish Constabulary man.

7107. Mr. STARKIE.—He would not accurately know the limits of the sub-district either in the same way as a policeman?—Even suppose he did, unless he was bred in the country and had that instinctive grasp of agricultural questions, he could not get hold of the facts so well. I think that largely accounts for the accuracy of their agricultural statistics; they know as well as the farmer himself exactly what he has put into the ground and what he has got on the ground.

7108. Mr. HEADLAM.—How long have the Force been taking the agricultural statistics?—They were taking agricultural statistics for the Government before our Department came into existence. It began from the beginning with us, and the Land Commission were doing these statistics before we took them over. We took all those statistics from the Land Commission and certain other statistics from the Registrar General, and grouped them all into a service of economic statistics. Practically all economic statistics of Ireland are now collected by our Department, and we organised a branch called the Statistics and Intelligence Branch for that

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service, and for the service generally, intelligence work. That is the branch which Mr. Butler represents here. There is one point that I forgot to mention. The only instance in which, I think, the Department pays the police for any service is that of Ship Inspectors. We have in Dublin, and I do not think anywhere else, possibly in Belfast, about four constables in Government service who receive a payment from us, an extra payment. That is the only instance in which we pay

the police for work, and the only way in which we are able to give any other sort of return is in connection with the appointment of Ship Inspectors. As a rule the men we appoint to the service are ex-constables, either of the Royal Irish Constabulary or of the Dublin Metropolitan Police. Speaking from memory, I should say there are about 50 of these Ship Inspectors' posts in Ireland, and when the men retire other constables are eligible.

Mr. THOMAS BUTLER examined.

7109. The CHAIRMAN.—What is your position, Mr. Butler?—Superintendent of the Statistics and Intelligence Branch of the Department of Agriculture.

7110. What we want you to do is to give us the comparative prices of agricultural produce and the comparative prices of labour in any and every part of Ireland that comes within the scope of your investigation?—Of course, any information I can give you in the first place is for Ireland. That is all I can do. In the next place they are not our figures at all; but the figures extracted from the Board of Trade Report, figures relating to Ireland and Irish conditions. We are simply a Department of Agriculture and we are not interested in the industrial side of the work of the country, and therefore we would not of ourselves ever collect statistics of wages or anything of that nature.

7111. Mr. HEADLAM.—Not even agricultural wages?—We do, yes, wages of agricultural labourers and cattle-men, and two or three things like that; but there I am a little bit unfortunate for your purpose, because we made some five or six years ago a change in the classification of those people in the country, and the figures therefore of last year are not comparable, say, with the figures of ten years ago. They were formerly men and women, boys and girls, winter and summer. Now it is ploughmen, cattle-men, and other labourers, and the same distinction as regards females, so it is not possible to give comparative figures at all, and therefore I have had to confine myself to such figures as the Board of Trade collects with regard to agricultural labourers. I have prepared some statements, some tabular statements, and it is the only way I can give you any information. I am sorry that I have not been able to do more, so as to prepare a regular detailed statement for you.

7112. The CHAIRMAN.—Supposing you begin now at the wages of persons engaged in agricultural labour, and give us that?—Yes, I want to give the wages. There are wages in certain occupations, of course. There are a few trades in Belfast and Dublin. There is one table showing the difference in the number of hours' work. Now, the gas workers in Dublin. The weekly average rate of wages in Dublin from 1885 to 1906. I am not able to give you actually the same years all through. There are foremen and gangers, coke fillers or trimmers, fitters, pipe-layers, lamp-lighters, general labourers, that is engaged in cleaning and different occupations. Now, to give you the percentage of increase, I see in the case of foremen there is an increase of 23 per cent. between 1885 and 1906; coke fillers, 33 per cent. increase; pipe-layers, 2.3. Now, here I have figures in the building trades, workers in the building trades between 1886 and 1906. There have been increases in the wages varying from 1.5 to 18.5.

7113. That is the various persons engaged?—Masons bricklayers, carpenters, plumbers, painters, plasterers, and labourers.

7114. Now, we had a representative of the Board of Trade here, Mr. McLeod, who gave very full and elaborate statistics taken from the Board of Trade returns, so that except in the way that they bear upon the other information that you are about to give us, you need not go laboriously into that?—The information, of course, that Mr. McLeod has given you I am sure is distinctly good, and it is bound to be; but in the first place I have not had much time to sit down and consider this. You have got to pick out from another Department's report figures relating to your own district when you have not had anything to do with the original arrangement or making up of those statistics, or I should like to have gone more fully into the matter in a statement; but all I can do is to give

you a set of tables, which I can hand in, and a set of diagrams, to show you graphically the position and the progress of affairs. For instance, this little diagram that I am looking at this moment was the one I was referring to when I was talking of the agricultural labourers, and that shows that the percentage increase in agricultural labourers' wages from 1883 to 1901 was 14.4. The increase from 1901 to 1912 is 13.5 per cent.

7115. How much would that be for the two periods?—Practically 28 per cent. for the two periods from 1883 to 1912. Now, I have the average price of beef per 112lbs. The percentage decrease from 1883 to 1901 was 17.6 per cent. The percentage increase from 1901 to 1913 is 13 per cent. In mutton the percentage of increase from 1901 to 1913 is 16.1 per cent. There was a decrease in the previous period. Now as to the price of pork, in the first place, from 1883 to 1901 there was a decrease of 0.3 per cent. From 1901 to 1913 there is an increase of 30 per cent., that is in that recent period of 12 years, and that is rather a remarkable fact, and borne out by the fact that there is a great outcry of people engaged in the bacon-curing industry of Ireland about the drop in the pig population, and the enormous increase in prices which they have to pay for pigs now-a-days compared with 20 years ago. The increase of price works out at 30 per cent. in the last 13 years.

7116. Has there been so great a decrease in the pig population?—Well, there was a deputation that called on the Department a fortnight ago of the bacon-curing people in Ireland, and the Department wanted to look into the matter and see what was the real reason, and one reason given was a matter which affected the population in Dublin, and that was what they called the infliction of sanitary laws in towns.

7117. That is obliging people to give up keeping pigs?—Single pigs. In towns like Athlone and Dublin and Belfast a large number of people keep a pig or two. Well, the bacon manufacturers stated that the best quality of pigs were got from those people that kept those single pig or two pigs. They are generally ordinary labourers living just outside the towns. That was one of the points made.

7118. Mr. STARKIE.—The pigs get bigger by being confined?—Well, in the retail price of bread the percentage decrease from 1883 to 1901 is 25. The percentage increase from 1901 to 1912 is 23.8. In the price of eggs the percentage decrease between 1883 and 1901 was 7.5; the percentage increase from 1901 to 1913 is 41.6. That is a tremendous difference in the price of eggs, and you see where the curve ascends, and if these curves are useful I will hand them in. In the average price of butter the percentage decrease from 1883 to 1901 was 4.9, and the percentage increase from 1901 to 1913 was 3.9.

7119. Mr. HEADLAM.—That is Irish creamery butter?—Butter; of course, creamery butter would stand the highest of all.

7120. The CHAIRMAN.—Do you know why, with the increase in other commodities, the percentage increase with regard to butter has not been greater in the latter years?—Well, one explanation is that there has not been so much sold out of the country.

7121. How much do you say the decrease was from 1883 to 1901?—4.9.

7122. And the increase from 1901 to now?—3.9; it has made a recovery.

7123. Now, has the refinement of margarine had much to do with it?—Oh, yes, very largely.

7124. That is really keeping the price of butter down?—Yes, the price of home made butter, that is mainly

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farmer's butter, what is known as farmer's butter. The creamery butter is sent across the water, but there is a disposition, owing to one of the points which you mentioned in your letter, the increase of comfort and the rise in the standard of living, a tendency or disposition to take more of that creamery butter here at home. As a matter of fact, there was a drop in the quantity of butter exported for several years. Last year it went up a little. Now, the next is the average price of potatoes. The price of potatoes was the same in 1883 as in 1901; but there is an increase from 1901 to 1913 of 23.6 per cent. in the price.

7125. That is wholesale?—That is wholesale.

7126. Do you account for that in any way?—Except that there is a better quality of crop. The crops in Ireland have been very good, broadly speaking, for years back, and there is a larger exportation of potatoes from Ireland. Of course, the larger the exportation from the country is, the poorer becomes what is left behind. Then as to wheat, that is only a small item really. The decrease from 1883 to 1901 was 20 per cent.; and it is increased from 1901 to 1913 by 16.6 per cent. Oatmeal decreased from 1883 to 1901 by 22 per cent.; it increased from 1901 to 1912 by 13.8 per cent. Everything that I have read here shows an increase in the latter period, and these figures in this diagram, which shows the index numbers of wholesale prices, are all taken from the Board of Trade return. I do not know how far Mr. McLeod may have illustrated these figures.

7127. Mr. HEADLAM.—Just to make it clear. Those are not merely Irish commodities?—Oh, yes, they are all Irish prices. You see, the index number has varied a good deal in that period. It went down from about 126 in 1883 to 88 in 1896. Since then it has gone up to 116.5 in 1913. That is the index number showing the values of these commodities. There is a little tabular statement in this diagram showing the variation of the index number for the commodities for the year. Now, I have tables here referring to wages. As to agricultural labourers' wages I had no tabular statement, but a diagram.

7128. The CHAIRMAN.—But you can give us some particulars that can be taken on the notes?—I have no figures here; I have only a diagram, but I can give these and let you have them. Now, here are the wages in the malting, brewing, and distilling trades in Ireland from 1885 to 1906, for foremen, maltsmen, coopers, and labourers. The percentage increase from 1885 to 1906, the latest year for which these figures could be got, ranges from 55 per cent. in the case of labourers, to 14 per cent. in the case of foremen. That is the increase of that period of 11 years.

7129. Mr. HEADLAM.—These are still from the Board of Trade figures?—All taken from the Board of Trade; we do not collect them. And in addition to that there has been a reduction in the number of hours of labour, from 60 to 51, in the same period, so that the same figure showing the wages does not show the actual value of the payment made to the workmen, because in addition to the increased wages he has a shorter time of work; and in the linen industry in Belfast and the district there is an increase in the wages of what they call mechanics of 9.9 per cent.; general labourers, 28.5 per cent.; bundlers, 22.5 per cent. In the rest of Ireland in the case of bundlers an increase of 4.3; mechanics, 9.8; dressers, 18.8; general labourers, 23.7; all increases in the wages. Then there is a point about the standard of living.

7130. The CHAIRMAN.—Yes?—That is an exceedingly difficult subject to deal with, because it is so hard to get figures. Everybody knows from observation that the standard of living has gone up, and it is exceedingly difficult to measure it by a figure, and it is only by induction from the increase of prices and increase of wages and anything of that kind; but there is a little table* that I got taken out of the Report of the Census Commissioners for 1911, and it is of some little interest in connection with the question. According to the Census Commissioners, houses are divided into four classes, first, second, third and fourth, according to their size and accommodation (they used to be divided according to the number of windows in each house). The total number of houses of the fourth

class in 1881 was 40,000; in 1911 the same class was only 5,000. That shows some improvement in comfort of living. In the third class in 1881 there were 384,000 houses, and in 1911, 189,000, a reduction of 195,000. In the second class there were 422,000 in 1881, and in 1911 there were 583,000. That shows the better-class houses increasing in number. In the same way in the first class in 1881 there were 66,000 houses, and in 1911, 84,000. That only gives a kind of side-light on the question of increase in the standard of living. To give any other information I confess I cannot; but everybody knows that that is so, and you make a deduction by examining imports and exports of the country between certain dates; for instance, to see if a better class of drapery goods are being imported into the country.

7131. Of course, we all know they are being imported?—There is one particular article, the use of which is growing largely. That is what we call shoddy, and now-a-days Bradford and Leeds, and many other towns in Yorkshire, are making very excellent shoddy, very excellent stuff, and that has been very largely introduced into Ireland, and has displaced very largely the old grey frieze and corduroy suit which the people used to wear, and which were cheaper than these things. Although these do not give them the same value, suit for suit, they can get two or three suits in place of one before, and that shows you the men's ideas and the alteration of the standard; but it is a matter of deduction which you have no means of showing by figures at all. I do not know whether that table of the value of things would be of any use.

7132. The CHAIRMAN.—Oh, yes?—(Witness hands in table).

7133. As regards agricultural labourers, you publish a special report,† do you not?—Yes, but that is not strictly correct. It is not strictly correct to call them agricultural labourers. It really deals with what are known as migratory labourers, the labourers going from Mayo, Galway, Sligo, and Dougal, and some, strange to say, from the County Wexford. It used to be called the Irish Migratory Labourers Report, and it dealt absolutely on the face of it with those temporary emigrants going across to England for the harvest and coming back later on to take up their own work, which is a bit later than the harvest across the water; but at present the report deals with the condition of agricultural labourers generally. The main function is to show the movements of those men.

7134. Was there not a special report?—Oh, it is a special report issued annually.

7135. But was there not a special report of agricultural wages?—Not by us.

7136. Mr. STARKIE.—I suppose the building of labourers' cottages largely accounts for the disappearance of the fourth class of houses?—Oh largely, of course, but that drop in the numbers was going on before the Labourers Act came in, because you will see that has been going on from 1881.

7137. The farmers were beginning to improve their houses at that time?—They were beginning to agitate for a reduction of their rents; but they were not improving their houses in 1881.

7138. But in the nineties?—Yes, about the nineties. I have a table here in connection with rents and retail prices, showing the percentage increase or decrease between 1905 and 1912, the index number showing the percentage for the six Irish County Boroughs, taking Dublin as 100. Well, taking 100 as the figure for Dublin, Belfast is 61 for rents.

7139. Mr. HEADLAM.—Sixty-one?—Belfast is much cheaper so far as house rent goes. The number for Cork is 67; Derry, 53; Limerick, 73; Waterford, 56, so that Dublin is a long way in front as regards Belfast.

7140. What year was that?—Between 1905 and 1912. With regard to retail prices the story goes the other way about. Taking Dublin as 100, Belfast is 106; Cork, 101; Derry, 105; Limerick, 104; Waterford, 101. Combining these two columns, and taking still 100 as the index number, Dublin is 100; Belfast, 99; Cork, 95; Derry, 97; Limerick, 99; Waterford, 94. Taking the two combined, Dublin is the dearest place of the lot to live in.

* *Ibid* Appendix XXIV.

† Agricultural Statistics, Ireland, 1912. Report and Tables relating to Irish Agricultural Labourers. Cd. 6928—1913.

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7141. The CHAIRMAN.—I am surprised at the numbers taking the two things together. Rent and commodities combined bring Dublin and Belfast so close together?—It does look curious.

7142. If we take the illustration of an individual case, we had evidence before us that where a man's entire expenditure was £2 a week his house rent was 9/-?—Where?

7143. Dublin?—Oh, I doubt that. It might be, of course.

7144. It was. I was taking the case of a man whose weekly expenditure was £2, and he gave us the items of the commodities?—And they totted up to £2?

7145. They totted up to £2, and 9/- of that was rent. The house was 9/- and the commodities 31/-, and the proportion of commodities to house rent was as 31 to 9, but Dublin appears there to be 100 for rent, while Belfast was 61?—61.

7146. And yet putting the two together Belfast comes to 99?—Yes, combined.

7147. Well, that would not carry out the proportion of 31 to 9, would it?—No; the combined figures in the table to which I am referring have been calculated by assuming that the amount spent on food and coal was four times that spent on rent.

7148. Or anything like it?—There is a difference, but it is not very great; it is a fraction of $3\frac{1}{2}$ to 1, as against 4 to 1.

7149. Mr. STARKIE.—His rent bore a very high proportion to his other expenditure?—I wonder did he say what family he had, because that, of course, would affect his house expenses.

7150. The CHAIRMAN.—Yes, he said he had 3 children, and they were young, quite young?—Well, it might be, but he would want to have 2 bedrooms.

7151. He was paying that rent; there was no doubt about that?—Still, as Mr. Starkie has just pointed out, the rent is a very high proportion of his actual total expenditure.

7152. For that class of house they have to pay that rent?—Oh, yes, that class of residence is dearer. Anything like a respectable house in Dublin you won't get under £21 or £22 a year. You will not get a house at all for less than that in Dublin; you will get apartments and tenements. I know some of those small houses about the South Circular Road here, small houses all round there, and you will not get one of these houses less than £34 or £35 a year, and they have very small, poor accommodation.

7153. This was out on the north side?—You may get them out there, but these are old houses.

7154. Mr. HEADLAM.—These are all new houses?—But these houses you will get in Belfast with ever so much superior internal arrangement for pretty nearly half the money, out in the Lisburn Road direction, where they have been recently building fine houses. I see marvellously fine houses there for 4/6 a week, self-contained houses, with gas and bath, and all that, wonderfully cheap. Now as to retail prices in Ireland from 1905 to 1912, the percentages between 1905 and 1912 in the 6 County Boroughs of Ireland show a decrease in meat in Belfast, Dublin, and Cork of 2, 2 and 3 per cent., respectively, but there are increases in Derry, Limerick, and Waterford. Other foods in those boroughs have increased from 11 per cent. in Dublin to 21 per cent. in Waterford. Coal has gone up 33 per cent. in Belfast, 17 per cent. in Dublin, 27 per cent. in Cork, 33 per cent. in Derry, 20 per cent. in Limerick, and 25 per cent. in Waterford. They are all increases in food and coal. Now, here is a table showing the average prices of certain agricultural products in Ireland in 1883, 1901, and 1913. Butter in 1883, 104/- per 112 lbs.; in 1901, 99/-; in 1913, 103/-. From 1901 to 1913 there is an increase of 3.9 per cent. in the price of butter. Eggs have gone up by 41 per cent. in the latter period, beef 13 per cent., potatoes, 23.6 per cent., mutton, 16 per cent., pork by 30 per cent., and wheat by 16. Here is a statement of the changes in the cost of the following 4 principal items of workmen's expenditure in London and large towns in Great Britain. I do not know whether that would be of any real value to you at all in connection with the Inquiry. It shows the variation of the figures in each year from 1880 to 1903, and from 1896 to 1903 the figures have steadily

gone up by 10 per cent. in the cost of those four things here, food, rent, clothing, and fuel and lighting.

7155. Since 1896 it has steadily gone up?—Yes.

7156. It was at its lowest then?—That was its lowest. I think that is all the tables and tabular statement that I have to give you, and I will have a copy of the diagram made and send it. There is an interesting diagram here giving particulars, and the book from which it is made up. The index number which we have adopted throughout this is that of the Board of Trade.

7157. The Board of Trade has not done it for Irish towns?—There was no real reason for making a separate index number for Ireland. They have 47 principal commodities, and take the consumption of those 47 commodities, and take it from 1900 backwards and forwards. We will take it to stand at the mean in 1900, and say that sugar or tea, or any commodity, was 2/- a lb. in 1900, if you look back for this figure you will see that it is represented by 50 in 1883, and that is an increase of 100 per cent. between the two years, and they work that backwards and forwards, and that gives an indication as to the movement of prices, and broadly speaking the value of gold, what you can get for gold; and within the last 12 or 14 years it has varied. You could buy as much in 1901 for 20/- as for 26/- in 1883, or as for 24/- in 1913.

7158. You could buy as much for 20/- in that year?—1901; as much as you could for 26/- in 1883, or 24/- in 1913. That shows the variation in the value of gold.

7159. Mr. HEADLAM.—Can you say anything about any change in the habits of people in the way of more meat being eaten or less meat?—Well, that I have been trying to get some information about, with a view to answering the very question that you ask, that is the consumption of food in Ireland, and while we have a certain amount of satisfactory information with regard to the killing of pigs I am pretty well baffled with regard to the killing of beef and mutton. For instance, here in Dublin they refuse to supply the information. I tried to get the Victuallers' Association to induce their members to give me a return of their killings for any period they liked. I told them I did not want to know their personal trading, but that the information was wanted for the purpose of ascertaining the consumption of food in Ireland, to see whether it was on the increase or decrease, that is whether people were turning more to fresh foods than to corned foods.

7160. Can you tell us about the importation of frozen meat, has that gone up?—Well, it has not gone up.

7161. Is it considerable?—It is fairly steady. There is, I think, a difficulty with regard to that: we get these returns from the Harbour authorities chiefly, and they are very vague in some places.

7162. In furnishing these returns it is done in some cases with a view to avoiding port dues. Don't the Customs authorities insist on a proper description?—Not unless there is a duty payable to the Customs.

7163. Not for statistical purposes?—No, they do not care.

7164. They supply all the figures to the Board of Trade?—Yes.

7165. And they do it carelessly?—It is not a question of care, but they cannot help it; they have to take what is there. We find it a great difficulty that we have no statutory authority at all; we have to take whatever information we get. We scrutinize these returns as carefully as we can.

7166. Then you are in no worse position than the Board of Trade in forming an opinion?—Except that the Board of Trade can go to the Master of the vessel and say "this return is not right", and they may be threatened by the Board of Trade with penalties, and if they make a false return the Board of Trade can make them give a correct return.

7167. As regards the Master of the vessel?—The obligation lies on him.

7168. But you are in the same position with respect to the Custom House authorities as the Board of Trade are?—No, we have no connection at all. When we started these reports of trade at Irish ports we endeavoured to get the Customs people to supply us Irish trade, but they declared they were unable to do so.

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7169. Are those returns of theirs as regards the duty-paid goods or all goods?—All goods coming in or going out of course.

7170. They do make a return then of all goods?—Oh, yes.

7171. What happens to that?—First it goes to the Port and Docks Board, or a Board corresponding to the Port and Docks Board. The information is also supplied to the Customs, and then sent on to London.

7172. To the Board of Trade?—To the Customs.

7173. To the statistical office of the Customs?—Yes, and they supply the Board of Trade with the information.

7174. Therefore the return is made, and your difficulty is that you do not get it direct, but only get it filtered through London?—That does not apply to our return at all. That process goes on all the same. Take the Port of Dublin. A ship comes with a certain amount of goods. There are certain port dues to be paid according to a classified scale, and the Port and Docks Board are entitled to these fees. They make the Shipping Company supply a list of what they have brought in, charge for it, and make out what the ship-master or owner has got to pay. They record these things in their own books, and it is from those books that our returns are made up. We do not touch the Customs there nor the Board of Trade. It is quite a distinct system of collection of that information.

7175. But the information could be supplied by the Customs?—It is a question of extracting, and that is what they object to do because it would increase their work so much.

7176. And as regards those agricultural statistics that Mr. Gill was telling us about, have you anything further to say?—That is, as to how the police come into the collection of these agricultural statistics?

7177. Yes?—Well, the agricultural statistics have been collected definitely since 1847.

7178. Always by the police?—Always by the police, but at that time they were collected by the Board of Works when Sir Thomas Larcom, one of your predecessors, Sir David, was Under Secretary. He came from the Board of Works to the Castle, and it was under him that it was done, and then it was carried on by him until, I think, about 1854, and then it was in a kind of half-ashamed way attached to what was called the Census work of the Registrar-General, and it was then taken in hand definitely by the Census Commissioners in 1861, and then it was practically from that on to 1900, when it came to the Department of Agriculture, collected by the Registrar-General. There are about 3,200 of the police engaged in the collection of these statistics every year.

7179. The CHAIRMAN.—As enumerators?—Enumerators we would call them. The District Inspector has the superintendence of the enumerators, and they have a great deal of work in connection with it, and of course it is only for a small portion of the year.

7180. Mr. HEADLAM.—How many times a year?—Once a year. Well it is more than that, because we collect all the agricultural statistics, that is the area under crops and the numbers of live stock and all the things in this book here. That is collected in June. Just at present we are preparing forms of instructions for the collection of the agricultural statistics of Ireland which will take place beginning on the 1st of June. They have a good deal of work before they get to that, because the first thing we send them out is a form showing what quantities of forms were used last year, forms and stationery and everything of that sort, and the District Inspector is asked to send us back a return as to what he requires this year. You see if a district is broken up he may require a larger or small quantity. He sends the return in and we have the forms printed and issued to him. Several of those forms have to be filled up and issued at once. You referred to a list of householders. They have got to make out what we know as the E Form containing a good deal of the information which you have in that book, and in addition to that they must make and keep a copy in the barrack for reference in future, and there are two or three forms like that, that have got to be filled up, and some of the forms have to be pre-

pared for the work when they are going out to the fields in June. They are supposed to start the actual collection on the 1st of June, and they are expected to be completed by the 30th of the month. This is the whole month of June. It is necessary that the enumerators should be engaged the whole month of June on that work. The constable has a very large portion of it. He has a very large amount of work to do, because according to our instructions he is directed to call upon each householder or occupier and to obtain from him the information we want with regard to his crops and stock and agricultural machinery, and various things of that kind, and then he goes back to barracks and then writes these up.

7181. Suppose a householder objects, has he any legal power?—None whatever. He does the best he can. Of course he may take the information from a member of the family or the steward, or such a person as that, but he meets with very few refusals.

7182. The CHAIRMAN.—Sometimes he may go two or three times to a house before he gets the information?—That does happen. Occasionally we get a report from the District Inspector that Mr. So-and-So refuses to give information. All we can do then is to try the ordinary channel of personal communication by means of a nice courteous letter addressed to the individual himself, and sometimes we succeed and sometimes not, but apart from that the policeman can form a very good idea, and then we get the policemen's opinions and compare them with the returns for 2 or 3 previous years which we keep, and see if there is any flagrant discrepancy which we have to investigate, and see that the statistics do not suffer from any refusal; and they send us in these returns, and, as Head of the Statistical Branch, I must say that they do their work admirably. Mr. Gill referred to one or two of those little surveys that we make as tests. One of these was a case of the flax area in the county Louth. Somebody raised a complaint about the flax in the county Louth and the county Armagh, and we wrote to each holder in the county where this area of flax-growing is (it is not grown all over the county) for a special return of what each man had planted in the way of flax, and we got replies from, I suppose, 98 per cent., and when we got those figures and compiled them independently of the police they did not differ more than one per cent., and that was a very remarkable tribute to the care with which the police do make out these things. I daresay some of you gentlemen have heard statements with reference to the Constabulary man sitting behind a hedge and filling up a form with statistics without calling to the house. We know that is done, but we know that there is no man better able to fill in the information, not even excepting the owner, than the policeman himself. First, as Mr. Gill pointed out, he has been bred and born and reared in agriculture, and in addition to that he lives amongst the people, and anyone who knows how policemen live in the country knows perfectly well that there is nothing that the policeman does not know about everybody in his district. There is nobody in it that knows as much about the people, their conditions and their circumstances, what they are growing and what they have got, and a man might easily sit down at the back of a hedge and fill in the information from his own absolute knowledge, so that we do not pay much attention to any complaint of that kind, but there is no question about it that the police enumerators do most excellent work, and they do a good deal of it for which they get no payment at all. They are of course entitled to the allowances which are in the Finance Code: for instance an enumerator who is away 8 hours on this duty gets 1/- I think.

7183. Beyond a radius of 2 miles?—Oh, yes, and 1/6 if he is out the whole day. He gets the allowances that are provided in the Finance Code. As to payment he gets nothing from us.

7184. Mr. HEADLAM.—He receives his pay as a policeman all the time?—Yes. There used to be some arrangement by which each enumerator was allowed 2/-, which was supposed to cover the cost of stationery, pens and paper, and that kind of thing, in connection with the work. But Sir Robert Holmes introduced a change there, and we have to supply them directly with stationery now instead of giving them the 2/-.

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7185. We have been told that the Dublin Metropolitan Police also collect agricultural statistics?—They have to do it in the city too.

7186. But they have no crop statistics?—Yes, because their area extends a good deal into the country districts. The Dublin Metropolitan Police area, for instance, extends a great way beyond Kingstown.

7187. But it is not in the city districts?—No; of course there is no acreage under crop there but there is live stock, plenty of horses, and in some cases pigs and cattle in butchers' yards. You see the figures of stock. They are directed to take it as the stock on the premises or on the field, on, say the 3rd of June, some one particular day; because of the frequent movement of stock about you must fix one day; and in that way the Dublin Metropolitan Police have a return of great numbers of animals. Then it is mainly taken up with the acreage or the extent under crop throughout, and then we come later on to what is called the produce, that is the different crops as they come along. We get a report from the police on the produce of the hay crop. That we get in about September. We get a report from the police stating the average of produce per acre. They are supposed to go to the houses of the people and ascertain the rate of produce. And then we have the grain and potato crops which come along in December, and then the green crops. The produce of the green crops means a second visit to collect the information; and then we have the flax and the root crops, and cabbages and things of that kind, that means three other occasions upon which they furnish us with returns as well as the occasion in June when they collect the general statistics of the area under crop.

7188. You do not choose the policemen?—Oh, no.

7189. You only give directions and send out forms to the local District Inspector?—We communicate directly with the District Inspector.

7190. And he assigns the work?—Oh, no; he communicates with the sergeant in charge of the district, and it is the sergeant I daresay who actually allots or apportions the district to the enumerator.

7191. Mr. STARKIE.—Probably the same constables are employed every year?—Oh, that is constantly done; I have seen the same names for a number of years on the forms. Mr. Gill gave you full information as to what the men do for the other branches of the Department, and we are all agreed that the work which the police do for us is excellently well done. So far as those statistics of ours are concerned I know that we have had a talk with Mr. Rew, who is at the head of the Statistical Branch at the Board of Agriculture, who says that the system that we have is the best in the world.

7192. Of course, the men of the Royal Irish Constabulary are peculiarly fitted for the purpose owing to their origin and training?—Their origin and training, and as a rule they are men of fairly high intelligence.

7193. Mr. HEADLAM.—Mr. Gill told us something of what was done in England in collecting similar statis-

tics. Can you tell us anything more about that?—Well, in England the Board of Agriculture and Fisheries by arrangement with the Board of Inland Revenue made their medium of collection of these agricultural statistics the Excise Officers.

7194. They use the Excise Officers instead of the police?—Yes, but they have, of course, nothing as satisfactory as our system.

7195. There are not so many of them in the district?—That is one reason, but there is another reason. The Excise Officer simply addresses a form to Mr. So-and-So, and sends it by post, or may go to his house to get his estimate of the holding, and whereas in the case of the Excise Officer the farmer could hoodwink him he could not hoodwink the Royal Irish Constabulary man who is there on the spot and looking at the place. I think they tried to work it from London altogether, and send the forms out direct from London, but that is a very big job. But I would be very sorry to hear of any change in our system at any rate, no matter what might happen, because in England each Constabulary Force is peculiar to its own county, and no combined movement is possible, and you could never get anything like similar work at all. It used to be altogether collected by Excise Officers and the forms were sent from London.

7196. Is it collected for Scotland?—Yes.

7197. How are they doing it?—They are doing it pretty much as in England. They simply took it over from England.

7198. Mr. STARKIE.—There are not sufficient police in Scotland to discharge the duty?—That is quite right; they cannot spare the same number at all as we can here. It is rather a serious thing. I think the Constabulary Force is something like 10,000, and we utilise over 3,000 of those men every June in collecting the agricultural statistics. You cannot do that in England.

7199. Mr. HEADLAM.—Suppose there were too many of those police it would not be worth while to keep them in order to do your work?—Oh, no, we would not have enough work for them to do. You were asking a question about what would we do or how would we get it. Well I confess I do not know.

7200. I also asked Mr. Gill what sort of labour it was; should it be called clerical labour?—Oh, yes, because the police not alone actually collect and record these statistics but they have got to summarise them up to a certain point for us, and the men must have some educational training for that.

7201. He sends up to you all the forms completed?—Up to a certain point; he has got to summarise them. He summarises them down to a certain point from which we take it up and go on then with the rest of it. But I do not see how we could work it otherwise and send people through the country to collect that information. It would be terribly costly to begin with, and you would never get anything like satisfactory material to do the work because it is of such a casual kind, and you could not get the men to do it.

Mr. CHARLES H. O'CONOR examined.

7202. The CHAIRMAN.—I believe that you are the senior Inspector of the Local Government Board?—I am not the senior Inspector, but the Inspector for the Dublin District.

7203. You are at present Inspector for the Dublin District?—Yes.

7204. And you have had great experience on the subject of house rents, and I presume also of wages, not only in Dublin but in different other parts of Ireland?

—But I can speak better about house rent in Dublin possibly than in any other part of Ireland. I have a fair knowledge of agricultural wages I may say both acquired personally, and from returns I have got from time to time pretty well in all parts of Ireland.

7205. Perhaps you would begin now with house rent in Dublin?—So far as the house rents in Dublin are concerned, the first proposition to be considered is the class of house as to which the evidence is required, be-

cause my knowledge relates particularly to what I call the poorer class of houses and the tenement houses. I have also knowledge of the rents that are paid for the smaller class of self-contained houses; but I have not got so much direct knowledge, though I have some, of what I call the better class houses. With regard to the tenement rooms, I do not know whether I am correctly informed, but I believe that the police are not allowed to reside in tenement houses; therefore, so far as the police are concerned they do not enter into the calculation; but with regard to small self-contained houses in which the police might reasonably I think be allowed to live, I should say that it is very hard in Dublin to obtain a small self-contained house with, say, three rooms and a kitchen, or four rooms and a kitchen, for anything under 7/- a week, and the rents for that class of houses vary I should say from 7/- to 9/- a week. Well, with regard to the better class of houses,

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it is purely an opinion that I have formed from looking at houses, and I should say that houses that might be occupied by Superintendents or Inspectors would range anything from £30 a year up to £50; and I may say that since I was asked to give evidence here I have looked through the rents that are stated to be paid by police officers, and I have compared them with the year 1901, because there was a similar return prepared in 1901, and as far as I can see the difference between the rents now paid and the rents paid in 1901 is an average difference of in or about the sum of £2. Well, that I think is very fairly accounted for, and I should be disposed to regard that as absolutely correct. My reason for saying that is that I have taken the rates that were levied in Dublin for the ten years ending in 1898 (that was the time of the passing of the Local Government Act), and I could not get any very accurate idea in reference to 1899 and 1900, because they were done in scraps (the financial year was changed), and I found that the rate for the ten years ended 1898, as compared with the rate for the last ten years, that is the ten years ended March, 1913, had increased on the North side by 1/6 in the pound, and on the South side by 1/7 in the pound. Well, the difference in amount of rent paid would appear to me to be largely accounted for by that increased rate, and therefore I think the statement, so far as I can see, that has been made about rents paid at present is a very fair statement, having regard to the statement submitted in 1901. Well, that is so far as the rents of houses are concerned, unless you like to ask me anything more specific about this. That is my general idea about house rent.

7206. From your general knowledge of that class, what you describe as self-contained houses, containing three rooms and a kitchen, is the number of such houses fairly equal to the demand?—Well, I think they are a class of house that are perhaps not equal to the demand.

7207. They are scarce?—They are scarce. When I quoted the figure 6/9 or 7/9, I have actual knowledge of one constable's house which I have visited in a place called New Row, near the Coombe, and he was living in a self-contained house built by the Earl of Meath, and he was actually paying 8/- a week for that house. It was a nice house, and it was rather the class of house that, I gather, the police constables are expected to live in. They cannot live in a house in a bad locality according to the rules of the Force, and they must live in respectable houses, and I honestly think a police constable could not get a self-contained house in the district, where he would be permitted to live, at much less than the figure I have given you.

7208. That is 7/-—8/- a week. We have calculated in the Housing Commission* that the average economic rent of that class of house built for the working classes, that is building them in one-roomed, two-roomed, three-roomed, four-roomed, five-roomed dwellings, would be 5/10, and the better class houses must come out at a higher figure than that.

7209. Mr. HEADLAM.—There is a great dearth of these houses?—My own opinion is that that particular class of house is not overstocked in Dublin, and I met several cases where artisans and mechanics, and so on, living in this class of house pay 7/- and 8/- a week.

7210. The CHAIRMAN.—I was going to ask you what class of persons occupy those houses?—Well the better class of artisans and clerks and people earning in or about £2 a week, and some earning less, make an effort to pay the rent in order to get a decent house.

7211. Is it not a very high proportion of a man's wages of £2 a week to pay 7/- or 8/- a week for a house?—It is a very high proportion, but then you must remember that the family is not probably entirely dependent on the earnings of the one man, and there are perhaps other incomings to the family. Perhaps one of the sons is earning some small amount from some position or other, and perhaps a daughter is earning, and I have met cases where there are three or four of the family earning, and while it might appear as actually a large proportion of the £2, it may not be such a large proportion of the total incomings.

7212. Mr. HEADLAM.—Are there any more of the same class being built?—Some are being built, but there is, as we state in our report, a great slump in private enterprise at present. Private enterprise is not filling the gap that it is wanted to fill.

7213. The CHAIRMAN.—I suppose the cost of material is high?—At present material is high, and labour has gone up, and building in Dublin, as far as I can gather from the evidence given before us, is dearer than in some other parts of Ireland.

7214. There are no old houses divided into flats as opposed to tenements, where a policeman could get a floor?—Well, we visited a very large number of tenements in Dublin, and there are very few of the old houses in Dublin that are divided into self-contained flats.

7215. When people talk of tenements they mean one room?—Not necessarily one room; they mean a house occupied by letting rooms to more than one family. A family may have two rooms or three rooms, and in a few cases four rooms, but the preponderating element in a tenement house is the single-room dwelling. I did not bring my report and the statistics with me, but if I recollect rightly the proportion is about 69 per cent. of one-roomed tenement dwellings. The number of tenement houses in Dublin is 5,322, and if you eliminate that you eliminate the residence practically of all the working classes or of a large number of them.

7216. I understand why a policeman should not live in a single room in a bad neighbourhood, but I understood that there were a good many old houses not in such bad neighbourhoods where perhaps two or three families of policemen might each have a flat?—Well, in Henrietta Street there are particularly fine houses. They are about, I should say, the best tenement houses in Dublin. They are very fine big houses with large airy rooms, and undoubtedly in a number (I can speak from personal experience of one of them, because I was in it), an endeavour has been made in Henrietta Street to divide the house into flats by floors, and to give each family two or three rooms, as it were. This is done by dividing one of the very large rooms up into two or three cubicles, and on each floor there is a closet.

7217. And a kitchen?—No, the kitchen is the living-room always; there is no kitchen *qua* kitchen. This living-room has an open grate as a rule. In order to convert old tenement houses into flats it requires a considerable expenditure of money, as we were informed in evidence given before us, and people who have gone into the question seem to think that it is not worth doing, that it is better to build new houses.

7218. One would have thought that if you could get a rate of £25 for three or four floors it would be worth while making a little outlay?—Well, the people who have gone into it, and I can only take the figures given to us, both the Corporation architect, and indeed some of our own architects whom we got to make up plans and specifications for certain tenement houses (one is a particular house in Henrietta Street) thought the cost was too excessive, and then you have to consider afterwards that when you have spent that money you have not near so good an article as if you have a self-contained house.

7219. The CHAIRMAN.—It is cheaper to build a block for the purpose with staircases where people do not interfere with each other, where there is separate accommodation?—All the evidence given before us went to show that the cheapest form of housing people was to build separate houses, and not to go into the block system.

7220. Mr. HEADLAM.—That is to say land is not so expensive in Dublin as in other places?—It is expensive enough in Dublin, but in the outskirts of the city you can get a house built more satisfactorily. If you go into the heart of the city where sites are more valuable, and where there is not a quantity of land available, you have to build blocks, and they cost you more per room.

7221. The CHAIRMAN.—You know those houses going from Kingstown up what is called Sallynoggin Road?—Yes.

* *Vide* Report of the Departmental Committee appointed by the Local Government Board for Ireland to inquire into the Housing Conditions of the Working Classes in the City of Dublin. [Cd. 7317—1914].

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7222. A number of new houses have been built there by the Urban Council?—Yes, labourers' cottages or Urban Council cottages.

7223. Those appear to be very fine houses?—Those are good houses.

7224. I wonder what one of those houses would let for?—I unfortunately have not brought the appendix.

7225. What would you consider they would be let for?—Offhand, subject to correction on looking at my book afterwards, I should say they range from 3/- to 4/- a week.

7226. You think that would be the rent?—Yes.

7227. But it does not follow that it would be a return on economical expenditure?—That is so.

7228. But 5/- or 5/6 would?—I am talking now without exact information, but I should say that the probabilities are that those houses would cost anything from £180 to £200 to build. Well if a builder goes to invest money in building a house, the least he will want will be 10 per cent. of a return. Well, 10 per cent. of a return on £200 would be £20, and they are let at 3/- a week.

7229. After all, that does not advance us very far in the problem to be solved—of getting a house for a policeman in a respectable locality, and a self-contained house that will be much less than £20 a year?—We had it sworn to us on sworn evidence that if the Corporation were to build a three-roomed house, that is to say two rooms upstairs and a living-room downstairs, it would cost from £160 to £190 to supply that house. Well if a private person wants to build that class of house, and it would cost him that, he won't build it unless he gets his 10 per cent.

7230. But the problem really is not solved, and cannot be solved, as long as builders' wages are as high as they are, and the prices of building material as high as they are?—Except it can be solved on the other side by advancing the wage of the person who is paying the rent, because this much I think is quite certain, that the wages of the ordinary labourer and the wage of the mason and the bricklayer are not going to come down. The tendency is probably, if anything, to go up, but as to the price of materials I have heard it advanced by people who ought to know (but I am not competent to speak on it myself), that the cost of material will possibly come down in the course of a few years, but I am quite certain that the cost of labour won't.

7231. I am not objecting at all to the conclusion, because I am sure that you speak under the influence of a good authority: but, after all, when you come to consider it, slates depend on labour, timber depends on labour, bricks depend on labour, stones depend on labour, lime depends on labour?—Yes, all those things depend indirectly on labour, but if you change the materials with which you build (that is the theory that I have heard advanced), the material will be cheaper: places will be built with cheaper material.

7232. Concrete?—Concrete, less wood and more iron, and so forth.

7233. That is a mere theory?—Yes, that is the theory, and the gentleman who advanced that theory is a member of our Commission, and he advanced the theory that while labour might go up the cost of material would reduce. I give you that without any knowledge of my own.

7234. Now you were going to tell us something about unskilled labour?—I had a return made by our Department. Throughout Ireland we have a number of what are called direct labour schemes all over the country, that is to say where a County Council undertakes the work on the roads themselves and they pay their labourers. They have to put into their scheme the rates of wages that they pay to their labourers, and my experience of County Councils and local bodies is that they pay generally the highest local rate of wage, and so I thought that perhaps the fairest way to get the ordinary wages paid throughout the country would be to get the wage that is entered in all these different schemes where direct labour is employed, and there are 19 counties where there is direct labour employed. There is direct labour in Antrim, and there are seven rural districts in Antrim.

7235. The CHAIRMAN.—Before you go into that, what sort of unskilled labourers would they be?—They would be, so far as my knowledge goes, the ordinary labourers in the country who would be competent to do agricultural labour, or, in other words, unskilled labourers.

7236. But it does not include the handyman?—It may include him, but it does not include him specifically. He may get his ordinary day's work on the road the same as anyone else, but he is not specifically mentioned in this return.

7237. This would be road-making and road-cleaning?—This would be ordinary road-making and road-sweeping and clearing of water tables, and so on, ordinary work that any ordinary labourer in the country would be able to do. There are four rural districts—Belfast, Lisburn, Aghalee, and Ballymena, and the wages ranged from 12/- in Aghalee to 15/- in Belfast. That was in the years 1909, 1910 and in 1911. In the year 1912, when they adopted a new scheme of direct labour in Belfast, the wages in the more rural districts ranged from 13/- to 15/-; in other words, the wages were practically identical except in the rural district of Aghalee, where in 1914 they had increased by 1 -. They had gone up from 12/- to 13/-. In Armagh, where there are five rural districts, the wages in 1910 were 12/- in Cross maglen, and 13/- in Lurgan and Tanderagee. In 1912, in Armagh they were 12/- under two years' service, and in Newry they were 13/- over two years' service. In 1913, in Cross-maglen, Lurgan and Tanderagee they were the same as they had been in 1910.

7238. Can you say what hours those labourers worked in the week?—I could not say directly, but I should fancy that they worked probably from 8 o'clock in the morning, that is from breakfast time till—in the summer probably—6 o'clock in the evening with an hour off for dinner.

7239. And as to Saturday?—As to Saturday I could not tell.

7240. Do you know whether they would have first claim for getting a labourer's cottage?—Well, I have personal experience, for instance, in the South, and positive experience in Limerick, that a number of the labourers working on the roads were actually tenants of labourers' cottages. This, I think, is a thing that must be taken into consideration, because the tenant of a labourer's cottage gets his cottage at really a very low rent.

7241. Many of them 1/- a week?—They vary from 8d. to 1/4. There are some at 8d. a week, but the average rent would be from 10d. to about 1/4.

7242. For a cottage and half an acre?—For a cottage and half an acre, and the rents over 1/-, I should say, probably include, a great many of them, an acre. You could get an acre and a cottage for 1/4, 1/2, 1/5, 1/6. You cannot exactly say you get half an acre and a cottage for such-and-such a rent all over the country.

7243. They vary?—Yes.

7244. Mr. HEADLAM.—It is in the discretion of the local authority?—Well, the onus on the local authority is to charge such a rent as will procure a reasonable return for the money spent on the cottage. Well they get the money at a very low rate of interest at present, and under Article 29 of the General Regulations they have to adopt a scale of rent, to be approved of by the Local Government Board, and once they adopt a scale of rent they cannot change it without going through the whole proceedings over again.

7245. These low rents are approved by the Local Government Board?—They are approved by the Local Government Board as giving a reasonable return on the money spent.

7246. The CHAIRMAN.—This must be considered in connection with the wages question?—It must be absolutely considered in arriving at what might be called a fair wage for the police, as if you compare the rural wages, or even compare the town wages, you must consider that the police Force are, as it were, strangers in the locality in which they live, and they must pay a higher rent probably than the local people. The labourers have their cottages at a cheap rent, but a police constable coming into a district is not given the advantage of a labourer's cottage. He has to go and look for a cottage somewhere else.

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7247. Mr. HEADLAM.—Is he prevented by rule from occupying a labourer's cottage?—He would be. There are some cases where we got information that some of the artisans' dwellings built in places were occupied by policemen.

7248. And was there any objection to that?—No; the reason given was that the others could not pay the rent. I give one of the places. The number of houses there is 45, and the rents vary from 2/6 to 3/6 a week, and there are 25 artisans and 16 labourers occupying 41 houses, and the rest are policemen. That is what the return states.

7249-50. The CHAIRMAN.—How many are there altogether?—45; I am giving you exactly the return that was sent to us. Now in another place there are 96 houses. There are 10 houses that are two-storey cottages with three bedrooms and a garden at 3/3; there are 10 at 3/6; 30 two-storey houses at 3/1 with water closet and water; 46 single-storey with two bedrooms, water closet, water and garden, and of that number 40 per cent. are returned to us as being occupied by labourers, 20 per cent. returned to us as being occupied by artisans, and the remainder are returned as clerks, policemen, etc. And these are the only two cases in the whole of Ireland, so far as I know of, which we have got any return showing that policemen are occupying any of the houses provided under either the Labourers Cottages Act or the Artisans Dwelling Act.

7251. Mr. HEADLAM.—I see the objection to occupying a labourer's cottage, but they might occupy artisans' dwellings in a town?—I think the local authority would not like that.

7252. I mean apart from any question of local prejudice?—Well there is another reason why they would not, because there is an idea in the country that the policemen are better paid than the other class of labourers, and if you are getting cheap money to provide for the working classes, you want to provide housing for the people actually living there in your neighbourhood, and a policeman is liable to change; he might be there to-day and gone to-morrow. I think it would not be advisable, from our point of view, if policemen were allowed to occupy these houses. I don't think it would be fair to the ratepayers.

7253. Even if the ratepayer gets a State grant for the purpose?—I think if the State aided him he could have the houses built for policemen if there was no onus thrown on him, but the ratepayer has to bear a certain burden; the State does not entirely relieve the ratepayers.

7254. But the State makes a considerable contribution?—It makes a contribution undoubtedly. But a Government servant is a Government servant, and if you place him in one of those houses you will leave out a person who belongs to the locality, and is of the ratepayers themselves. The Government should pay its servants a sufficient wage to enable them to provide suitable accommodation without taxing the rates. There is a difficulty in a great many towns for policemen to get decent houses. I know that from experience. Perhaps it would be sufficient if I handed in this return of wages in all the rural districts. It varies. So far as I can see the maximum rate of wages is paid in County Dublin district where it is 16/-, and it varies from 12/- up to 16/- in the others. The rate of wages in Dublin City I should say for the casual workers varies from 14/- to 18/-. Some of them are lower, but that would be an average wage for the casual worker, and the better class worker gets from £1 to 25/-. The Corporation labourer gets from 18/- to 25/-, according to the service that he has, and builders' labourers would get in or about the same amount.

7255. Do the Corporation pension their people?—The Corporation have a pension scheme.

7256. Do the men contribute to the pension fund?—I think they do. I am not quite certain, but I rather think they do, but if they do not contribute it is taken into account in fixing the wage.

7257. What class of men get from 18/- to 25/-; would they be scavengers?—I have met some scavengers getting 18/- a week, and I have met others

getting 25/-. As I told you, it depends on the length of service. In the case of the artisan or mechanic whose rate of wage would be more or less governed by Trades Unions, I have found it very difficult to get from Trades Unions an actual statement of the rate of wages that they fix, but in the evidence given to us we got a return submitted by the Chief Superintendent of the Sanitary Staff of the Corporation, in which he gave us, as far as he could, the rates of wages fixed by Trades Unions in Dublin, and that will be found in the appendix to the report. With regard to the cost of provisions and necessities, I was asked to go into that, and so I got some returns from 15 Poor Law Unions. I tried to get them from more, but owing to the limited time I have not been able to get them from more than 15. I have got returns from these Unions.

7258. Mr. HEADLAM.—These are wholesale prices?—These are contract prices, and all the goods supplied to Unions are supplied under contract. The Unions that I have are Castlereagh, Galway, Ballymahon, Tipperary, Thurles, Navan, Lurgan, Belfast, North and South Dublin Unions, Tullamore, Armagh, Limerick, Cork, Mill Street and Waterford. I have all the returns here. I got some of them only this morning, and I have not therefore been able to tabulate them, but they give you, where it is obtainable, the contract prices for the different commodities used actually in the workhouses for the March half-year of the years 1883, 1901, and 1913, which, I understand, are the years that you desired to get the information for. I have looked through them, and the general impression that is left on my mind is, that so far as the year 1883 is concerned, in comparing it with the year 1913, there does not appear to be a great deal of difference, but so far as the year 1901 is concerned, in comparing it with the year 1913, there does seem to be a considerable difference in a great many of the commodities, and the return I have here shows both provisions and necessities and clothing, but, generally speaking, in regard to all the returns it would appear to me that there are three commodities which have materially increased in price since 1883, and those three commodities are butter, bacon and eggs, and those three commodities seemed to have increased in price a good deal. The rest I saw as compared with 1883 are more or less line balls.

7259. That is 1883 and 1913?—Yes. I do find actually in the Armagh Union return in 1883, oatmeal cost per ton £11 14s.; in 1901 it cost £9 4s., and in 1913 £11 5s., so it was actually less in 1913 than in 1883, but it was £2 more than it had been in 1901; buttermilk was 4d. in 1883, 3d. in 1901, and 3d. in 1913; sweet-milk 1/- in 1883, 9d. in 1901, and 7d. in 1913. In that case there was a difference the other way. Bread was 11/8 in 1883, 9/9 in 1901, and 13/3 in 1913—an increase in 1913 over all the other years. I have got all the commodities done in that way, and if you like I will read this out to you in full, or hand it in to the Committee for use.

7260. From your general observation of these returns does that indicate fairly what runs through them all?—Generally, I should say yes, with the exception of bread. Bread does not seem to have changed very much in the 30 years. Here it has, but in some of the other Unions it does not seem to have changed, but the thing that does seem to have changed in nearly all the Unions is butter, the cost of which has gone up. I have not got the particulars for bacon for 1883, but in 1901 it was £3 0s. 8d., and it has now gone up to £4 2s. 6d., which is a very considerable difference, per cwt., and that runs through, I may say, nearly all the returns. In considering the cost of living one has not got to be guided entirely by the increased price of provisions. One has also to take into consideration the increase in the standard of living, and I think a possible guide to this increase in the standard of living would be the average cost of the inmates of workhouses for the three periods, and I find that the average cost of the inmates for all the workhouses in Ireland has gone up since 1883 almost exactly 30 per cent.

7261. That is to say that the Guardians have felt it their duty to be a little more liberal?—The standard of dietary and the standard of comfort attained in the

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[Continued.]

workhouse has gone up in all, and the increased standard of comfort in the workhouse may indicate indirectly the rise in the general standard outside.

7262. Mr. STARRIE.—The dietary has been very much improved?—The dietary has been very much improved. In some cases the improvement of dietary has not had the effect of increasing, but of decreasing the cost. In fact all our new dietary scales are drawn with the idea of trying to improve the dietary while reducing the cost. In old times the inmates got a large piece of meat and eight ounces of bread, and so on, constantly day after day, and the inmates did not care for it, and there was much waste. The new dietary has been drawn up with the idea, to a large extent, of giving them a healthy food, and the new dietary has not had the effect of increasing the cost, but has had the effect rather in the last two years of diminishing the cost, and that has been the object that has been aimed at.

7263. There is much less waste now?—There is less waste. I took the average cost for each of these workhouses, and I have it tabulated here. The increase in the average cost in Castlereagh for 30 years has been 11½d. per head. That includes only provisions, necessaries and clothing. That is an increase of 11½d. In 1883 the average cost in Castlereagh was 3/3; in 1901 it was 4/0½; in 1913 it had gone up to 4/2½, showing a net increase between 1883 and 1913 of 11½d.

7264. Elevenpence halfpenny per week?—Yes. In Galway the increase is 1/9 per week in the average cost; in Ballymahon the increase is 8½d.; Tipperary has increased by 1/9½; Thurles has increased 5½d.; Navan has increased 1/11½; Lurgan has increased 1/3½; Belfast has increased 8½d. North Dublin is the only one that has decreased, and in North Dublin there is a decrease of 3½d. South Dublin has increased 7½d.; Tullamore has increased 2/-; Armagh has increased 1/3½; Limerick, 1/5½; Cork, 3½d.; Millstreet, 2/1½; Waterford, 7½d. The net increase for the whole of Ireland is 1/2.

7265. Now in such a case as Millstreet would that be partly accounted for by a reduction of the number of inmates?—Possibly it might, but portion of the increase would be accounted for there by the relative high number of the sick, because the dietary of the sick would be more expensive, the cost of the sick would be much higher than of the other inmates. I could get these figures made out accurately if I had time, but I take the figures as giving a general average.

7266. Mr. HEADLAM.—That does support the contention that the standard of living has been raised?—I think it does. I do not think it can be disputed. I think one's own personal experience of one's household expenses would show that the cost has gone up in the retail prices of those things, and I think one requires more than one did 20 or 25 years ago. At least that is my own feeling in the matter.

7267. Then there are domestic servants to be taken into consideration?—Yes, and there is an important thing. The Government officials see that the domestic servant is insured at 4½d. per head per week, and it all counts.

7268. The CHAIRMAN.—Is there any other branch of this subject that you think you could give us any further information on?—I do not think there is.

7269. Mr. HEADLAM.—Can you tell us anything about housing outside Dublin, say, in country places or in any country towns which you may happen to know of, anything in the shape of what might be expected in an Irish country town? There has not been much building in recent years?—I think not a great deal. I think private enterprise is, to a large extent, stopped, except in portions of the North. The northern side of the country does seem able to build and let at lower rents than the rest of Ireland, but that, I think, is due to many causes.

7270. The population has not increased?—The population of the country, as a whole, has not.

7271. I mean that where there has been no building and there has been no increase, but rather a decrease in the population, one would expect that the rent of houses would have gone down; and, on the contrary, we have it in evidence that even in places where that occurred rent has gone up?—I can speak more specifically about Dublin, and I think the increase in Dublin is, to a large extent, justified and proved by the fact that it is almost contemporaneous with the increase of rates, because if you take a house valued at £25, you see some of the police officers, and indeed some of the constables occupying such houses for which they pay a rent of £40 to £50. They keep lodgers in them, but still they pay that rent; and you may take it, roughly speaking, that it is true. I have looked into this question, and, speaking roughly, the amount of rent represents roughly about twice the valuation, and if you apply 1/6 in the pound to a £20 valuation you get very nearly the average increase in the rent that is returned in the table handed in, and it seems to me a reasonable conclusion to draw.

7272. You say the rent is twice the valuation?—I got a list of houses from some of the house agents, and I tested them by comparison with the valuation in Thom's Directory, and, roughly speaking, I do not say in every case it is so, but it is a rough guide.

7273. Can you say whether it is accurate as regards places in the country?—I cannot say as to the country, because I have not tested it, but I tested about 15 to 20 houses here.

7274. Mr. HEADLAM.—Can you say anything about Sligo, for instance?—There are very bad houses in Sligo.

7275. The CHAIRMAN.—Are the rents high?—I cannot tell you that.

The Committee adjourned.

APPENDICES.

APPENDIX I.

SUMMARY of DEMANDS in MEMORIALS presented by the HEAD and OTHER CONSTABLES of the ROYAL IRISH CONSTABULARY.

County and District.	Pay.	Lodging Allowance to Married Men.	Deduction for Barrack Accommodation.	Subsistence and other Allowances.	Pension.	Other demands.
ANTRIM. District of Antrim ..	All-round increase of £12 per annum. Constables to get maximum at fifteen years' service.	That it be increased by 1s. weekly, and given at seven years' service.	That it be abolished	(a) Subsistence :—(1) When necessarily absent from station on any duty, excepting patrols or execution of warrants — all-round increase of 1s. 6d. per night. (2) Exceptional duty :—Head Constables 1s. 6d. for six hours plus 3d. for each extra hour up to twelve hours ; lower ranks 1s. for six hours plus 2d. similarly. (b) Marching Money :—Head Constables 1s. 6d. for six miles beyond sub-district plus 2½d. each mile extra ; lower ranks 1s. and 2d.	That it be granted after twenty-five years' service. That it be calculated on pay and allowances at date of retirement. With addition of one-fiftieth for every successive years' service up to thirty years.	
District of Ballymena	Increase corresponding to increase in cost of living.	Increase so as to equal average rent paid, £13 per annum, allowance to be payable from date of marriage.	do.			

District of Ballymoney	Twenty per cent. increase to all ranks. Constables to get maximum at fifteen years' service.	That it be payable from date of marriage.	do.	..	—	That it be granted after twenty-five years' service, and calculated on average pay and allowances of previous three years with addition of one-fiftieth for each successive year served up to thirty years.	—
District of Larne ..	Substantial increase. Constable to get maximum at twelve years' service.	do.	do.	..	—	That it be granted after twenty-five years' service, and calculated on pay and allowances at date of retirement.	—
District of Lisburn	Increase of £12 per annum all round. Constables to get maximum at fifteen years' service.	do.	do.	..	—	Same demands as Ballymoney District.	—
City of Belfast ..	Increase corresponding to increase in cost of living.	—	—	—	—	—	—
ARMAGH.							
District of Bessbrook	Increase requested	..	..	..	..	Increase—that it be calculated on pay and allowances at date of retirement.	—
District of Lurgan ..	To be given pay of Lancashire (rural), Durham (rural), and Yorkshire, W.R. (rural) Forces.	—	—	—	—	That it be calculated on the last year's salary.	—
County of CARLOW	Twenty per cent. increase to all ranks	—	—	—	—	Fixed allowances to be pensionable.	—
County of CAVAN	Increase requested	..	..	..	..	That it be calculated on pay and allowances.	—
CLARE.							
District of Ballyvaughan.	Reasonably substantial improvement	That it be payable from date of marriage.	—	—	Improvement of subsistence allowance.	Improved scale ...	Better provision for widows and orphans.
District of Corofin ..	Increase requested	..	..	..	..	—	—

APPENDIX I.—*continued.*SUMMARY of DEMANDS in MEMORIALS presented by the HEAD and OTHER CONSTABLES of the ROYAL IRISH CONSTABULARY—*continued.*

County and District.	Pay.	Lodging Allowance to Married Men.	Deduction for Barrack Accommodation.	Subsistence and other Allowances.	Pension.	Other demands.
CLARE—<i>con.</i>						
District of Ennis ..	Twenty per cent. increase to all ranks	Increased allowance of £12 per annum.	That it be abolished	—	Twenty per cent. increase, and allowances to count.	—
District of Ennistymon	Twenty-five per cent. increase to all ranks. Constables to get maximum at fifteen years' service.	That it be doubled, and be payable at seven years' service.	do. ..	Twenty-five per cent. increase.	That it be calculated on pay and allowances at date of retirement; that Section 6 (a) of Act of 1908 be repealed†	—
District of Killaloe	Increase requested	That it be at least doubled.	do. ..	—	That it be granted after twenty-five years' service, and calculated on pay and allowances at date of retirement.	—
District of Sixmile-bridge.	Twenty-five per cent. increase. Constables to get maximum at fifteen years.	Increase to £10 8s. from seven years' service.	do. ..	Twenty-five per cent. increase.	That it be calculated on pay and allowances at date of retirement. Maximum pension to be three-fourths of pay and allowances. That Section 6 (a) of Act of 1908 be repealed.†	—
CORK, E.R.*						
District of Ballincollig (Thirty-six Memorials).	All ask for increased pay. Two suggest £78 per annum as Constables' maximum at twenty-five years' service; one asks that Constables get maximum at ten years; two at twelve.	One asks that it be increased.	Nine ask that it be abolished.	—	Twenty-four ask for increase of pension; twelve have no reference to pension.	—
District of Charleville (Twenty-two Memorials).	One asks for increase; weekly increases demanded by others, as follows:—10s. by four; 8s. by three; 7s. by six; 6s. by two; 5s. by five; 4s. by one.	—	—	—	—	—

District of Fernoy (Forty-one Memorials).	All demand increase of pay ; weekly increases being asked for, as follows : 7s. by one ; 6s. by nine ; 5s. by fourteen ; 4s. by three. One asks for increase of £1 5s. per month ; one for £1 10s.	—	—	—	Five ask generally for increase of allowances.
District of Kanturk (Two Memorials).	Weekly increases of 6s. and 5s. asked for.	—	That it be abolished	Increase requested (two) ...	—
District of Kinsale (Thirty Memorials).	All ask for increase ; sixteen say 5s. weekly ; four say 4s., and three say 6s. ; one says 8s. 8d. monthly.	One asks for increase	—	One asks that allowances be pensionable.	One asks generally for increase of allowances.
District of Mallow (Twenty Memorials)	Increase demanded by all ; 6s. weekly by six ; 7s. weekly by seven ; 25 per cent. by two ; 20 per cent. by three.	Five ask for increase of whom three want extra 2s. weekly, and more in Cities ; one suggests £12 per annum.	—	One asks for pension at twenty-five years' service ; five ask that pension be calculated on full pay and allowances at date of retirement, of whom two ask that it be given at twenty-five years' service.	—
District of Middleton (Thirty-two Memorials).	All ask for an increase ; specific increases asked for as follows :— 10s. by one ; 7s. by eleven ; 6s. by six ; 5s. by six ; 4s. by two ; 10d. a day by two.	One asks for increase of 2s. weekly.	—	One asks for pension equal to full pay ; one asks that it be calculated on pay and allowances.	—
District of Mitchelstown. (Twenty-two Memorials).	All ask for higher pay, the increases demanded being 8s. weekly by two ; 7s. by five ; 6s. by four ; 5s. by six ; 4s. by three ; £1 per month by one ; 20 per cent. by one.	One asks for increase	—	—	—
District of Newmarket (Twenty-six Memorials).	All ask for increases :— seventeen for 4s. weekly ; five for 5s. weekly ; two for 6s. weekly ; one for 1s. weekly.	—	—	—	—
District of Queenstown (Fifty Memorials).	Increased pay demanded by all :— 7s. weekly by sixteen ; 6s. weekly by four ; 5s. weekly by ten ; 4s. weekly by ten ; 3s. weekly by one ; 4s. to 6s. by two ; about 5s. or 6s. by one.	—	—	—	—

APPENDIX I.—*continued.*SUMMARY OF DEMANDS IN MEMORIALS PRESENTED BY HEAD AND OTHER CONSTABLES OF THE ROYAL IRISH CONSTABULARY—*continued.*

County and District.	Pay.	Lodging Allowance to Married Men.	Deduction for Barrack Accommodation.	Subsistence and other Allowances.	Pension.	Other demands.
City of Cork, North and South.	All ranks ask for an increase : Certain specific increases asked for as fol- lows :—One asks for 2 <i>s.</i> weekly ; fifty-two ask for 4 <i>s.</i> weekly ; thirty-four ask for 5 <i>s.</i> weekly ; twenty-four ask for 6 <i>s.</i> weekly ; one asks for 6 <i>s.</i> 6 <i>d.</i> weekly ; seven ask for 7 <i>s.</i> weekly ; five ask for 8 <i>s.</i> weekly ; two ask for 10 <i>s.</i> weekly.	—	—	Two ask for an increase in allowances.	One asks that allowances be made pensionable.	—
CORK, W.R. District of Castletown Bere.	Increase	—	—	—	Increase	—
District of Clonakilty	Increase	—	—	—	Increase	That all promotion be made from the ranks
District of Dunman- way.	Increase	—	That it be abolished	—	That it be calculated on pay and allowances at date of retirement. That Section 6 (a) of Act of 1908 be re- pealed.†	—
District of Skibbereen	Twenty-five per cent. increase ...	—	—	—	That it be calculated on pay at retirement. That Section 6 (a) of Act of 1908 be re- pealed.†	—
DONEGAL. District of Ardara ...	Increase	—	—	—	Increase	—

District of Ballyshannon.	Increase	...	...	...	—	That it be abolished	—	That it be calculated on pay and allowances at date of retirement, and that Section 6 (a) of Act of 1908 be repealed.†	—
District of Raphoe ...	Increase	...	...	...	—	do.	...	That it be calculated on pay and allowances at date of retirement.	—
DOWN.									
District of Downpatrick.	Increase	...	...	...	—	do.	...	That it be calculated on pay and allowances at date of retirement.	—
District of Newtownards.	Increase of 1s. per diem	...	...	...	—	do.	...	That it be calculated on pay at date of retirement.	Increases of allowance generally demanded.
FERMANAGH.									
District of Enniskillen	Twenty-five per cent. increase for Head Constables; 20 per cent. lower ranks.			That it be increased		do.	...	That it be calculated on pay and allowances at date of retirement, and that Section 6 (a) of Act of 1908 be repealed.†	—
District of Kesh ...	Increase	...	...	...	Increase	do.	...	That it be calculated on pay and allowances.	—
District of Lisnaskea	Increase	...	...	...	—	—	—	Increase ...	—
GALWAY, E.R.									
District of Athenry	Twenty-five per cent. increase :— Constables to get maximum at thirteen years' service.			Increase :— Constables to get maximum at thirteen years' service.		That it be abolished		That it be based on pay and allowances at date of retirement.	—
District of Ballinasloe	All-round increase of 7s. weekly; Constables to get maximum at fifteen years' service.			—		do.	...	Allowances to count for pension purposes.	—
District of Loughrea	Increase :— Constable to get maximum at thirteen years' service.			Increase :— payable at seven years' service.		do.	...	That it be based on pay and allowances at retirement.	—

APPENDIX I.—*continued*.SUMMARY of DEMANDS in MEMORIALS presented by HEAD and OTHER CONSTABLES of the ROYAL IRISH CONSTABULARY—*continued*.

County and District.	Pay.	Lodging allowance to Married Men.	Deduction for Barrack Accommodation.	Subsistence and other Allowances.	Pension.	Other demands.
GALWAY E.R.— <i>con.</i> District of Portunna	Increase 5s. weekly all-round ...	—	—	—	Increase	Pending legislation, that all married men get temporary allowance of 1s. per diem.
District of Woodford	Twenty per cent. increase. Constant to get maximum at thirteen years' service.	Increase :—Payable at seven years' service.	That it be abolished		Head Constables' and Sergeants' pension to be based on actual pay at retirement. All men to get two-thirds pay and allowances at twenty-five years plus one-fiftieth pay and allowances for each extra year up to thirty. That it be calculated on last years' salary.	
County of GALWAY, W.R.	All-round increase of 10s. weekly ...	Increase of 1s. weekly	do. ...	—	Increase	—
KERRY. District of Castle-island.	Increase	—	—	—	Increase	—
District of Dingle ...	Twenty-five per cent. increase :—maximum attainable at fifteen years' service.	Payable at marriage	That it be abolished	That subsistence allowance be increased.	That it be calculated on maximum pay and allowances at date of retirement.	Good Service pay for well-conducted men of twenty years' service to cease at promotion, remuneration for extra duties
District of Killorglin	Thirty per cent. increase ...	—	do. ...	—	That it be based on pay and allowances at date of retirement, and obtainable at twenty-five years' service ; that Section 6 (a) of Act of 1908 be repealed.†	—

District of Listowel	Equality with Yorkshire Rural Police Force.	That it be abolished	That it be calculated on pay and allowances irrespective of time in rank.
District of Tralee	Increase	—	That it be calculated on pay and allowances.
County of KILKENNY.	Twenty-five per cent. all-round increase; Constables to get maximum at fifteen years' service; Head Constables and Sergeants to get maximum after two years in rank.	That it be abolished	Pension—equivalent to full pay on retirement for all, including men injured on duty. That Acting-Sergeants be abolished; increase of pension of widow to £20 per annum, and of orphans to £5; age of latter to be extended eighteen; qualifying service to be reduced from fifteen to ten years.
KING'S COUNTY	Increase 25 per cent.	—	—
County of LEITRIM	All-round increase 7s. weekly; Constables to get maximum at fifteen years.	That it be abolished	That it be calculated on pay at retirement.
LIMERICK. District of Abbeyfeale	All-round increase of 5s. weekly; Constable to get maximum at twelve years.	—	That it be calculated on pay and allowances at date of retirement.
District of Adare	Increase 7s. weekly; Constable to get maximum at fifteen years' service.	That it be abolished	That it be calculated on pay and allowances at date of retirement.
District of Limerick City.	Increase of 25 per cent. ...	—	That Inspectors of Weights and Measures get a salary. Special allowances to meet cost of living as in Derry and Belfast.
District of Newcastle West.	Increase 6s. weekly; Constable to get maximum at fifteen years' service.	That it be abolished	That it be calculated on pay and allowances.
District of Rathkeale	Increase 5s. weekly	—	That allowances be pensionable

APPENDIX I.—*continued.*SUMMARY of DEMANDS in MEMORIALS presented by HEAD and OTHER CONSTABLES of the ROYAL IRISH CONSTABULARY—*continued.*

County and District.	Pay.	Lodging Allowance to Married Men.	Deduction for Barrack Accommodation.	Subsistence and other Allowances.	Pension.	Other demands.
LONDONDERRY.						
District of Coleraine	All-round increase 7s. weekly ...	—	That it be abolished	—	That it be calculated on pay and allowances at date of retirement.	—
District of Londonderry City.	All-round increase of £18 per annum ; that Constables get maximum pay at fifteen years' service.	That it be payable from date of marriage.	do. ...	—	That it be calculated on average pay and allowances of previous three years, plus one-thirtieth for each successive year served up till thirty years, and that it be granted at twenty-five years' service.	—
MAYO.						
District of Clarenorris	Increase ...	—	do. ...	—	That it be calculated on pay and allowances at date of retirement. That Section 6 (a) of Act of 1908 be repealed.†	—
District of Newport	Increase of 1s. per diem ...	Increase, and at seven years.	do. ...	—	That allowances be pensionable.	—
District of Swinford	Substantial increase ...	—	do. ...	—	Increase ; and that allowances be pensionable.	—
MONAGHAN.						
District of Carrickmacross.	Twenty-five per cent. increase all-round.	—	do. ...	—	That it be calculated on pay and allowances at date of retirement ; that Section 6 (a) of Act of 1908 be repealed.†	—
District of Clones ...	Increase 5s. weekly all round ...	Increase to £12 per annum.	do. ...	—	That it be calculated on pay and allowances at time of retirement.	—

District of Monaghan	Increase	...	...	...	—	—	—	Increase ; that allowances be pensionable.	—
QUEEN'S COUNTY	Increase	...	...	...	—	—	—	That allowances be pensionable.	—
COUNTY OF ROSCOMMON.	Increase 1s. per diem to have effect from 1st April, 1913 ; otherwise bonus until increase actually given. Constable to get maximum at twelve years' service.	...	...	...	Increase to £12 per annum, and payable at seven years' service.	That it be abolished	Increased subsistence and cycling allowances.	That it be calculated on pay and allowances at retirement, irrespective of service or age.	—
TIPPERARY, N.R. District of Newport	Increase of 25 per cent. ...	...	...	...	—	—	—	Increase 25 per cent., and that it be calculated on pay and allowances.	—
District of Roscrea	All-round increase of 1s. per diem ; Constables to get maximum at fifteen years.	...	...	...	Increase ...	That it be abolished	—	That it be calculated on pay at retirement. Allowances also to be pensionable.	—
District of Templemore	Twenty per cent. increase ; Constables to get maximum at fifteen years.	...	...	...	—	—	—	That it be calculated on pay and allowances at retirement.	Good service pay for Constables of twenty years' service.
TIPPERARY, S.R. District of Cahir ...	Increase	...	...	...	—	—	—	Increase ...	—
District of Cashel ...	Increase	...	...	...	—	—	—	—	—
District of Clonmel	Increase	...	...	...	—	—	—	That it be calculated on actual pay at retirement.	—
TYRONE. District of Aghnacloy	All-round increase 20 per cent. ; Constables to get maximum at fifteen years.	...	...	...	—	That it be abolished	—	Maximum pension at twenty-eight years' service, allowances to be pensionable.	—
District of Cookstown	Increase 7s. per week	...	...	...	—	—	—	—	—
District of Dungannon	Increase	...	...	...	—	That it be abolished	—	That it be calculated on pay and allowances at retirement ; that Section 6 (a) of Act of 1908 be repealed.†	—

APPENDIX I—*continued*.SUMMARY of DEMANDS in MEMORIALS presented by HEAD and OTHER CONSTABLES of the ROYAL IRISH CONSTABULARY—*continued*.

County and District.	Pay.	Lodging Allowance to Married Men.	Deduction for Barrack Accommodation.	Subsistence and other Allowances.	Pension.	Other demands
District of Newtown-stewart.	Increase	—	—	—	That it be calculated on actual pay at retirement.	—
District of Omagh ...	Increase	—	That it be abolished	—	That it be calculated on pay and allowances at retirement; that Section 6 (a) of Act of 1908 be repealed.†	—
District of Strabane	Increase	—	do. ...	—	do. ...	—
County and City of WATERFORD.	Increase of pay, such as, with allowances, will yield the pensions set out in last column. Constables to get maximum at ten years.	—	do. ...	—	That it be calculated on actual pay and allowances at retirement; pension at thirty years' service to be :—Head Constable, £91; Sergeant, £72; Constable, £62. Pension for ill-health at ten years.	Increased pension for widows and orphans.
WESTMEATH.						
District of Athlone	All-round increase of 1s. per diem; Constables to get maximum at fifteen years.	—	—	—	That it be calculated on pay at date of retirement.	Claims to be dealt with without delay.
District of Castlepollard.	Twenty-five per cent. increase ...	—	—	—	—	—
District of Monte	Increase	—	—	—	Increase	—
District of Mullingar	Increase of from 25 to 30 per cent. ...	Increase ...	That it be abolished	—	That it be calculated on pay at retirement, and that Section 6 (a) of Act of 1908 be repealed.†	—

WEXFORD.					
District of Enniscorthy	All-round 30 per cent. increase ; Constables to get maximum at ten years.	—	—	That it be calculated on pay and all allowances at retirement.	—
District of Gorey ...	Increase ; Constables to get maximum at twelve years' service.	—	That it be abolished	Increase ; that it be calculated on pay and allowances at date of retirement.	Good service pay for Constables of fifteen years' service.
District of New Ross	Increase ; Constables to get maximum at fifteen years' service.	—	do.	That it be calculated on pay and allowances at retirement.	Good service pay for Constables of twenty years' service.
District of Wexford	Increase ; Constables to get maximum at fifteen years' service.	—	do.	That it be calculated on pay and allowances at retirement.	Good service pay for Constables of twenty years' service.
WICKLOW.					
District of Arklow ...	Twenty-five per cent. increase ; Constables to get maximum at fifteen years' service.	—	do.	—	Thirty-five per cent. increase of allowances generally.

^a In the case of Cork E.R. the memorials emanate from individual men.

[†] This section provides that if a constable who joined before the passing of the Act retires voluntarily before completing thirty years' service and fifty years of age his pension will be calculated with reference to the scale of pay which he would have received if the Act had not been passed.

APPENDIX II.

RESOLUTIONS OF THE GRAND JURIES OF THE COUNTIES OF FERMANAGH, TYRONE AND LONDONDERRY, SUPPORTING THE CLAIM OF THE ROYAL IRISH CONSTABULARY FOR AN INCREASE OF PAY.

FERMANAGH, *9th March, 1914* :—

We the Grand Jury of County Fermanagh at the Spring Assizes desire to recommend an increase of pay to the members of the Royal Irish Constabulary. It is many years since their pay was revised, and the value of the necessities of life has greatly increased meanwhile.

The Force has clear and distinct claims upon the sympathy of the law-abiding public. The tendency to general unrest, trade disputes, and increasing political troubles have of late greatly increased their duties and responsibilities. That they have acted on the whole impartially and effectively in the interests of peace must be admitted, and their demand now for an increase should assure the support of all good citizens in behalf of Public Servants faithfully performing meritorious service.

Proposed by Col. DORAN.

Seconded by J. B. FRITH.

TYRONE, *11th March, 1914* :—

The Grand Jury of County Tyrone at Spring Assizes assembled desire to press on the Royal Commission now inquiring into the pay of the Royal Irish Constabulary the strong claim of that Force to an increase on account of increased cost of living and higher standard of wages and salaries in the Country.

C. A. GUNNING MOORE, *Foreman*.

LONDONDERRY, *17th March, 1914*.

The Grand Jury of the County of Londonderry at the Spring Assizes assembled desire to impress on the Royal Commission inquiring into the pay of the Royal Irish Constabulary the strong claim of that Force to an increase on account of the increased cost of living, and the high standard of wages and salaries in the country.

Proposed by ARTHUR D. A. GAUSSEN, J.P.; seconded by CHARLES E. S. STRONGE, D.L., and passed unanimously by Grand Jury.

(Signed), HERVEY BRUCE, *Foreman*.

APPENDIX III.

ROYAL IRISH CONSTABULARY.

RATES OF PAY OF HEAD AND OTHER CONSTABLES.

Rank, &c.	Annual Pay.	Weekly Pay.	Belfast, Londonderry, and Cork.			
	£ s. d.	s. d.	ADDITIONAL ALLOWANCES.			
HEAD CONSTABLE.						
5 years and over in rank ...	104 0 0	40 0			Per Week.	Per Year
Under 5 years in rank ...	97 10 0	37 6	In the Cities of Belfast and Londonderry each man receives :—			
SERGEANT.					s. d.	£ s.
4 years and over in rank ...	83 4 0	32 0	(1.) For extra cost of lodging and living (37 and 38 Vic., c. 80, s. 8) ...	2 0	5 4	
Under 4 years in rank ...	78 0 0	30 0	(2.) For night watching, at 6d. per night for each night so employed, equivalent to ...	0 9	1 19	
Acting-Sergeant ...	75 8 0	29 0		2 9	7 3	
CONSTABLE.						
25 years' service and over ...	72 16 0	28 0	In the City of Cork each man receives an allowance of 6d. a day for beat duty when so employed, equivalent to 2s. 9d. per week ...			
15 to 25 years' service ...	70 4 0	27 0		2 9	7 3	
13 to 15 years' service ...	67 12 0	26 0	NOTE.—It has been ascertained that the allowance for night watching in Belfast and Derry is worth, on the average, about 9d. a week to each man, over and above the allowance of 2s. per week under 37 and 38 Vic., c. 80, s. 8.			
11 to 13 years' service ...	65 0 0	25 0	The Cork beat duty allowance is worth, on the average, about 2s. 9d. per week to each man, which places the Cork Force in practically the same position as those of Belfast and Derry.			
7 to 11 years' service ...	62 8 0	24 0				
4 to 7 years' service ...	57 4 0	22 0				
6 months' to 4 years' service ...	54 12 0	21 0				
Under 6 months (Probationer) ...	39 0 0	15 0				

NOTE.—1s. per week is deducted, pursuant to section 2 of 46 and 47 Vic., c. 14, from the pay of each man accommodated with quarters in barrack, unless he has under 6 months' service, or is married with a wife or child living out of barrack.

LODGING ALLOWANCE.

An allowance of 2s. a week is granted to each Head Constable, Sergeant, Acting-Sergeant, and Constable of over 10 years' service, if married and not provided with accommodation for his family in barrack. This allowance is increased to 3s. in the case of men in Belfast, Cork, Limerick, Londonderry, Waterford, and the Depot.

CHARGE ALLOWANCE.

An allowance of 2s. a week is granted to each Head Constable, Sergeant, and Acting-Sergeant in charge of a station.

ADDITIONAL ALLOWANCES.			Per Week.	Per Annum.
			s. d.	£ s.
<i>In Cash</i> ...	Boot allowance ...	...	0 6	1 6
	Straw allowance for bed, and allowance for repairs of arms and accoutrements ...	...	0 2	0 9
	Uniform clothing at contract rate, per man ...	...	1 0	2 12
<i>In kind</i> ...	Medical attendance and requisites, cost per man ...	...	0 6	1 6
			2 2	5 13

SCALE OF PENSIONS.

On Medical Certificate of unfitness for further service :—

On completion of 15 years' service ...	...	...	$\frac{1}{20}$ ths of Pay.
For each additional year from 15 to 20 years ...	...	...	$\frac{1}{20}$ th ..
On completion of 20 years' service ...	...	...	$\frac{2}{20}$ ths ..
For each additional year from 20 to 25 years ...	...	...	$\frac{2}{20}$ ths ..
On completion of 25 years' service ...	...	...	$\frac{3}{20}$ ths ..
For each additional year from 25 to 28 years ...	...	...	$\frac{3}{20}$ th ..
On completion of 29 years' service, the maximum pension ...	...	...	$\frac{4}{20}$ ths ..

If a man of any service is incapacitated by infirmity of mind or body, occasioned in the execution of his duty, he shall be granted a pension proportional to the results of the injury received.

On voluntary retirement :—

A pension at the rate of two-thirds of pay is granted on voluntary retirement after the completion of thirty years' service and fifty years of age. Constables, however, who joined the Force before the passing of the Act of 1908 may still retire voluntarily after twenty-five years' service, but in that case the pension is calculated on the scale of pay granted by the Act of 1883.

Pensions are calculated on the average annual amount of pay received for the three years preceding retirement, but for men who joined the Force before 18th June, 1883, that average is only taken when there has been a change of rank within the three years.

PENSIONS TO WIDOWS.

The widows of men of over fifteen years' service who die from natural causes while serving in the Force, and the widows of men of any service who die from injuries received in the execution of their duty, are entitled to a pension of £10 a year for life, or until they re-marry, and each child to a yearly allowance of £2 10s. until it attains the age of fifteen years.

A pension half as great again may, with the consent of the Treasury, be awarded to the widow of a Constable who, without his own default, loses his life from the effect of an injury received in the execution of his duty.

GRATUITIES.

Men of under fifteen years' service incapacitated by infirmity of mind or body, occasioned otherwise than in the execution of their duty, may receive a gratuity not exceeding the amount of one month's pay for every completed year of service.

The widows of men of under fifteen years' service who die from natural causes while serving in the Force, may receive a gratuity not exceeding the amount of the gratuity which could have been paid to the deceased husband if he had, at the time of his death, become incapacitated and retired.

APPENDIX IV.

ROYAL IRISH CONSTABULARY.

RETURN showing the Service of the Men of the several Ranks in the Force on 31st December, 1913.

SERVICE.	Head Constables.	Sergeants.	Acting-Sergeants.	Constables.	Total Sergeants, Acting-Sergeants, and Constables.	Total All Ranks.
(1.)	(2.)	(3.)	(4.)	(5.)	(6.)	(7.)
Under 6 months ..	—	—	—	258	258	258
6 months and under 1 year ..	—	—	—	287	287	287
1 year and under 2 years ..	—	—	—	594	594	594
2 years and under 3 years ..	—	—	—	467	467	467
3 ..	—	—	—	407	407	407
4 ..	—	—	—	398	398	398
5 ..	—	—	—	618	618	618
6 ..	—	—	6	856	862	862
7 ..	—	1	4	449	454	454
8 ..	—	—	1	148	149	149
9 ..	—	—	1	43	44	44
10 ..	—	7	2	106	115	115
11 ..	—	6	13	364	383	383
12 ..	—	21	10	329	360	360
13 ..	—	28	15	357	400	400
14 ..	2	26	10	320	356	358
15 ..	2	26	25	259	310	312
16 ..	—	—	—	—	—	—
17 ..	2	47	29	291	367	369
18 ..	—	50	34	213	297	297
19 ..	3	89	46	216	351	354
20 ..	3	90	34	124	248	251
21 ..	3	93	37	103	233	236
22 ..	4	142	48	94	284	288
23 ..	2	133	33	93	259	261
24 ..	8	170	21	95	286	294
25 ..	14	163	—	74	237	251
26 ..	10	91	—	49	140	150
27 ..	24	130	—	57	187	211
28 ..	16	67	—	30	97	113
29 ..	4	7	—	2	9	13
30 ..	5	16	—	7	23	28
31 ..	34	131	—	151	282	316
32 ..	26	64	—	63	127	153
33 ..	17	40	—	20	60	77
34 ..	12	18	—	12	30	42
Over 35 Years ..	45	27	—	17	44	89
TOTAL ..	236	1,683	369	7,971	10,023	10,259

APPENDIX V.

ROYAL IRISH CONSTABULARY.

RETURN showing the Number of Pensioners who are Employed and Unemployed respectively in each County.

COUNTIES, &c.		Number of Pensioners residing in each County.	Number unemployed to the knowledge of the District Inspector.	Number employed.		Percentage unemployed.
				In Business for themselves, <i>i.e.</i> , as Farmers, Shopkeepers, &c.	Otherwise, <i>i.e.</i> , in Situations.	
(1.)		(2.)	(3.)	(4.)	(5.)	(6.)
Antrim	.. ..	116	39	39	38	33·6
Armagh	.. ..	120	21	64	35	17·5
Belfast	.. ..	595	269	27	299	45·2
Carlow	.. ..	80	39	19	22	48·7
Cavan	.. ..	208	66	135	7	31·7
Clare	.. ..	138	70	47	21	50·7
Cork E.R. and City	.. ..	507	232	91	184	45·7
Cork W.R.	.. ..	166	63	73	30	37·9
Donegal	.. ..	184	82	68	34	44·5
Down	.. ..	143	45	50	48	31·4
Dublin County	.. ..	77	20	14	43	25·9
Fermanagh	.. ..	142	49	80	13	34·5
Galway E.R.	.. ..	146	47	76	23	32·1
Galway W.R.	.. ..	216	135	43	38	62·5
Kerry	.. ..	248	107	74	67	43·1
Kildare	.. ..	93	29	29	35	31·1
Kilkenny	.. ..	146	82	33	31	56·2
King's	.. ..	178	88	51	39	49·4
Leitrim	.. ..	150	68	75	7	45·3
Limerick	.. ..	234	120	45	69	51·3
Londonderry	.. ..	154	66	33	55	42·9
Longford	.. ..	115	53	56	6	46·1
Louth	.. ..	149	66	29	54	44·3
Mayo	.. ..	223	102	91	30	45·7
Meath	.. ..	104	32	42	30	30·8
Monaghan	.. ..	148	35	95	18	23·7
Queen's	.. ..	144	70	41	33	48·6
Roscommon	.. ..	241	96	116	29	39·9
Sligo	.. ..	199	113	56	26	56·8
Tipperary N.R.	.. ..	115	59	30	26	51·3
Tipperary S.R.	.. ..	155	64	30	61	41·3
Tyrone	.. ..	167	57	83	27	34·1
Waterford	.. ..	215	111	32	72	51·6
Westmeath	.. ..	142	60	50	32	42·3
Wexford	.. ..	154	55	56	43	35·7
Wicklow	.. ..	123	49	26	48	39·8
TOTAL	.. ..	6,435	2,759	1,999	1,677	42·9

Number of Pensioners employed 3,676

Number of Pensioners unemployed 2,759

APPENDIX VI.

ROYAL IRISH CONSTABULARY.

RETURN showing the Number of Men enlisted during the under-mentioned Years, the Number of such Men who have since left the Force, and the Number still remaining on 31st December, 1913.

Year.	Men enlisted.	Men who have left the Force.						Ranks of Men who were still in the Force on 31st December, 1913.					
		Pensioned or Discharged on Gratuity.	Discharged as unfit by Surgeon.	Dismissed or Discharged on punishment	Resigned.	Dead.	Total.	District Inspector	Head Constable	Sergeant.	Acting Sergeant.	Constable	Total
1890	505	52	57	40	63	33	245	3	2	130	31	94	
1891	576	59	62	37	77	48	283	2	4	144	49	94	
1894	613	43	61	48	88	33	273	2	3	84	43	208	

APPENDIX VII.

ROYAL IRISH CONSTABULARY.

RETURN showing Wastage of the Force, and the Number of Candidates Enrolled and Enlisted during the Thirteen Years, 1901 to 1913.

YEAR.		Actual Strength of Force on 31st December. (Sergeants and Constables).	WASTAGE.			CANDIDATES ENROLLED.			Total Number of candidates enlisted.
			By Death, Retirement on Pension, &c.	By Resignations.	Total.	Sons of Members or Ex-Members of the Force.	Other Persons.	Total.	
1901	..	10,722	370	116	486	130	605	735	539
1902	..	10,677	473	156	629	104	625	729	584
1903	..	10,265	481	85	566	38	188	226	154
1904	..	9,813	430	74	504	45	7	52	52
1905	..	9,474	478	58	536	103	254	357	196
1906	..	9,459	585	45	630	121	725	846	615
1907	..	9,875	707	99	806	238	1,637	1,875	1,222
1908	..	10,242	402	123	525	141	761	902	892
1909	..	10,234	439	115	554	122	534	656	546
1910	..	10,214	400	143	543	125	520	645	523
1911	..	10,137	457	163	620	132	541	673	543
1912	..	10,177	413	224	637	147	622	769	677
1913	..	10,023	448	299	747	119	520	639	593
		—	6,083	1,700	7,783	1,565	7,539	9,104	7,136

APPENDIX VIII.

ROYAL IRISH CONSTABULARY.

TABLE showing the Strength, Classification, &c., of the Police Force in each County on 31st December, 1913.

COUNTIES.	No. of Stations.	Number in each Rank.							Acreage.	Population in 1911.	Average Acreage per Man.*	Average Population per Man.*	REMARKS.
		County Inspectors.	District Inspectors.	Head Constables.	Sergeants.	Acting Sergeants.	Constables.	Total.					
Antrim ...	39	1	5	6	44	6	208	270	702,654(a)	193,864(a)	2,602	718	(a) Exclusive of Belfast City.
Armagh ...	29	1	4	4	33	8	154	204	312,772	120,291	1,533	589	
Carlow ...	16	1	2	2	18	1	58	82	221,484	36,252	2,457	442	
Cavan ...	28	1	4	4	24	12	120	165	467,024	91,173	2,830	552	
Clare ...	66	1	8	8	73	15	382	487	788,336	104,232	1,618	214	
Cork, E.R. ...	76	1	11	13	73	18	330	446	1,841,034(b)	315,431(b)	2,660	455	(b) Exclusive of Cork City.
Cork, W.R. ...	44	1	7	7	43	11	177	246					
Donegal ...	59	1	9	9	53	18	255	345	1,193,641	168,537	3,459	488	
Down ...	44	1	4	4	41	11	218	279	608,861	204,303	2,182	732	
Dublin ...	30	1	4	4	33	2	123	167	212,449(c)	61,092(c)	1,272	365	(c) Exclusive of Dublin Metropolitan Police District.
Fermanagh ...	25	1	3	3	29	3	96	135	417,912	61,836	3,095	458	
Galway, E.R.	40	1	6	8	66	6	386	473	1,467,849	182,224	1,630	202	
Galway, W.R.	54	1	7	7	55	12	345	427					
Kerry ...	59	1	8	8	62	11	259	349	1,161,752	159,691	3,328	457	
Kildare ...	27	1	3	4	31	4	101	144	418,644	66,627	2,907	462	
Kilkenny ...	40	1	4	5	43	7	158	218	509,457	74,962	2,236	344	
King's ...	28	1	4	4	27	7	126	169	493,263	56,832	2,918	336	
Leitrim ...	30	1	4	4	33	4	122	168	376,509	63,582	2,241	378	
Limerick ...	53	1	7	7	51	13	220	299	661,573(d)	104,551(d)	2,212	349	(d) Exclusive of Limerick City.
Londonderry	22	1	3	3	20	8	102	137	512,690(e)	99,845(e)	3,742	728	(e) Exclusive of Londonderry City.
Longford ...	17	1	3	3	20	3	82	112	257,770	43,820	2,301	391	
Louth ...	19	1	2	2	22	5	94	126	202,180	63,665	1,604	505	
Mayo ...	63	1	8	8	68	11	308	404	1,333,356	192,177	3,300	475	
Meath ...	34	1	5	5	36	7	125	179	577,734	65,091	3,227	363	
Monaghan ...	21	1	3	3	22	7	87	123	318,990	71,455	2,593	580	
Queen's ...	23	1	3	3	25	5	93	130	424,838	54,629	3,267	420	
Roscommon	39	1	5	5	40	9	222	282	608,289	93,956	2,157	333	
Sligo ...	34	1	†4	5	43	3	160	216	442,204	79,045	2,047	365	
Tipperary, N.R.	38	1	6	6	42	6	146	207	493,265	62,881	2,382	303	
Tipperary, S.R.	41	1	7	7	42	11	183	251	558,038	89,552	2,223	356	
Tyrone ...	35	1	6	6	40	6	188	247	779,562	142,665	3,156	577	
Waterford ...	30	1	3	2	32	7	130	175	453,050(f)	56,502(f)	2,588	322	(f) Exclusive of Waterford City.
Westmeath ...	33	1	4	4	42	5	162	218	434,665	59,986	1,993	275	
Wexford ...	38	1	4	4	37	9	130	185	580,949	102,273	3,140	552	
Wicklow ...	26	1	4	4	24	7	111	151	499,957	60,711	3,310	402	
CITIES.													
Belfast ...	26	1	7	28	123	68	1,036	1,263	14,937	386,947	11	306	
Cork ...	11	—	2	4	41	3	124	174	2,681	76,673	15	440	
Limerick ...	6	—	1	2	14	4	65	86	2,385	38,518	27	447	
Londonderry	5	—	1	3	18	7	76	105	2,578	40,780	24	388	
Waterford ...	6	—	1	2	14	2	50	69	1,437	27,464	20	398	
Total ...	1,354	36	†186	220	1,597	362	7,512	9,913	20,356,769	3,974,115	2,053 General Average	400 General Average	

* Includes Officers and Men of all Ranks.

† One district vacant.

NOTE.—The above figures are *Exclusive* of the Depot and Reserve Force.

APPENDIX IX.

ROYAL IRISH CONSTABULARY.

TABLE showing the average Rents at present paid in the Undermentioned Localities by Married Policemen not accommodated in Barracks, together with a series of Index Numbers calculated therefrom, the Depot (Dublin) being taken as the Base.

Town or County.	Index Number.	s. d.	Town or County.	Index Number.	s. d.
†Depot and Reserve ..	100	8 3	Queen's County ..	51	4 2
†Belfast ..	78	6 6	Tipperary N.R. ..	50	4 2
†Cork ..	77	6 4	*Kerry ..	50	4 2
†Londonderry ..	77	6 4	Donegal ..	50	4 1
†Limerick ..	70	5 10	Meath ..	50	4 1
*Dublin ..	69	5 9	Cavan ..	49	4 1
†Lurgan ..	68	5 7	Monaghan ..	49	4 1
†Portadown ..	66	5 6	Mayo ..	48	4 0
*Londonderry ..	65	5 4	Cork W.R. ..	48	3 11
†Galway ..	65	5 4	Fermanagh ..	47	3 11
†Tralee ..	64	5 4	King's County ..	47	3 11
†Kilkenny ..	64	5 4	*Limerick ..	47	3 10
†Sligo ..	63	5 2	*Louth ..	47	3 10
†Dundalk ..	62	5 2	*Wexford ..	46	3 10
†Wexford ..	61	5 1	Carlow ..	46	3 9
†Lisburn ..	61	5 0	Clare ..	45	3 9
†Waterford ..	61	5 0	Galway, E.R. ..	45	3 9
Wicklow ..	61	5 0	Roscommon ..	45	3 9
*Antrim ..	59	4 11	*Galway, W.R. ..	44	3 8
Down ..	59	4 10	*Sligo ..	44	3 7
†Drogheda ..	59	4 10	Longford..	43	3 6
*Cork, E.R. ..	55	4 6	Kildare ..	42	3 6
Westmeath ..	54	4 6	*Kilkenny ..	41	3 5
*Armagh ..	52	4 4	*Waterford ..	41	3 4
*Tipperary S.R. ..	52	4 4	Leitrim ..	38	3 2
Tyrone ..	52	4 4			

* Excluding towns whose population exceeded 10,000 in 1911.

† Towns having more than 10,000 inhabitants in 1911.

APPENDIX X.

ROYAL IRISH CONSTABULARY.

TABLE showing Average Weekly Rents paid by Married Policemen not accommodated in Barracks, in the undermentioned Localities in 1901 and 1914, respectively, and Percentage variation.

	Average Rent per week.		Amount of Increase.	Increase or decrease per cent.
	1901.	1914.		
	s. d.	s. d.	s. d.	
Antrim ..	4 3	4 11	0 8	+15.1
Armagh ..	4 0	4 7	0 7	+13.8
Belfast ..	6 0	6 6	0 6	+ 7.9
Carlow ..	3 8	3 9	0 1	+ 2.9
Cavan ..	3 5	4 1	0 8	+19.5
Clare ..	3 0	3 9	0 9	+22.7
Cork E.R. and City ..	4 6	5 5	0 11	+20.4
Cork W.R. ..	3 5	3 11	0 6	+15.3
Donegal ..	3 7	4 1	0 6	+15.0
Down ..	4 1	4 10	0 9	+18.0
Dublin ..	4 7	5 9	1 2	+25.2
Fermanagh ..	3 3	3 11	0 8	+20.2
Galway E.R. ..	3 3	3 9	0 6	+14.1
Galway, W.R. ..	3 7	4 2	0 7	+17.8
Kerry ..	4 0	4 5	0 5	+11.2
Kildare ..	3 5	3 6	0 1	+ 2.0
Kilkenny ..	2 11	4 1	1 2	+38.1
King's ..	3 4	3 11	0 7	+14.9
Leitrim ..	3 1	3 2	0 1	+ 1.5
Limerick and City ..	3 8	4 5	0 9	+21.0
Londonderry and City ..	5 1	6 0	0 11	+17.7
Longford ..	3 2	3 6	0 4	+11.9
Louth ..	3 11	4 7	0 8	+16.6
Mayo ..	3 2	4 0	0 10	+24.2
Meath ..	3 2	4 1	0 11	+27.7
Monaghan ..	3 6	4 1	0 7	+14.2
Queen's ..	3 6	4 2	0 8	+19.8
Roscommon ..	3 5	3 9	0 4	+ 8.0
Sligo ..	3 11	3 11	—	— 0.5
Tipperary N.R. ..	3 6	4 2	0 8	+16.4
Tipperary S.R. ..	3 8	4 4	0 8	+17.5
Tyrone ..	3 8	4 4	0 8	+16.6
Waterford ..	3 10	4 1	0 3	+ 7.2
Westmeath ..	3 5	4 6	1 1	+30.3
Wexford ..	3 4	4 0	0 8	+20.2
Wicklow ..	4 1	5 0	0 11	+23.4
Depot and Reserve ..	—	8 3	—	—

NOTE.—In the above Table no allowance has been made for the possibility that the houses occupied in 1914 may differ from those occupied in 1901.

TABULAR STATEMENT OF PAY, PENSION, SERVICE, &c., IN THE UNDERMENTIONED POLICE FORCES, INCLUDING A COMPARISON BETWEEN THEIR POSITION, IN CERTAIN RESPECTS, IN 1901 AND IN 1914.

Force.	Total strength.	Population served.	Constable's Weekly Pay.				Service at which Constable attains ordinary* maximum pay.		Average service of Constable on promotion.	Number of Constables to each Superior Officer.	Increase per cent. in Constables since 1901.	Sergeant's Weekly Pay.				Inspector's Pay, annual, 1914.		Superintendent's Pay, annual, 1914.		Weekly Pay, Star or Merit Class.		Minimum age limit for voluntary retirement on pension of Sergeants and Constables.	Service at which maximum pension is obtainable.
			Minimum.		Maximum.		Minimum.					Maximum.		Min.	Max.	Min.	Max.	Con- stable.	Ser- geant.				
			1901.	1914.	1901.	1914.	1901.	1914.				1901.	1914.										
																				s. d.	s. d.		
Aberdeenshire†	111	159,693	21 0	23 11	29 9	32 0	12	14 7 in 1st class.	18	3-6	7-5	30 4	32 8	33 10	38 6	105	127½	150	200	-	s. d.	55	34
Bedfordshire	125	105,427	21 0	24 0	27 5	30 0	15	7 in 1st class.	10	4	9-4	28 7	32 0	32 8	35 0	99	115	140	180	1 2	1 2	None.	27
Carnarvonshire and Cumberland.	89	125,043	24 0	26 0	30 0	33 3	8	11	10	3-4	10-8	31 6	33 10	35 0	37 4	105	130	140	180	-	-	None.	26
Westmoreland.	257	263,063	23 11	25 1	30 11	32 8	4	8	13	3-5	5-6	33 3	34 5	36 9	39 8	112½	134	175	240	1 2	1 2	53	26
Devonshire	454	422,558	20 5	22 2	25 1	28 0	-	10	17	5-5	11-6	27 5	31 6	29 9	35 0	100	105	155	192	2 4	-	None.	26
Glamorganshire	765	725,412	25 1	28 0	30 4	33 3	12	12 8 in over 1st class.	5	2-7	9-6	32 8	36 2	36 2	40 3	120	145	175	240	1 2	1 2	52	26
Gloucestershire	397	379,253	21 11	21 0	27 11	28 0	-	17	20	4-9	.2	29 11	29 9	31 10	33 3	95	110	130	200	1 2	1 2	50	28
Lanarkshire†	337	370,430	23 11	25 1	30 11	33 3	17	17 13 in 1st class.	15	4-3	7-5	31 6	34 5	36 2	40 3	115	145	190	260	1 0	2 0	55	34
Lincolnshire	388	385,393	24 0	25 0	29 0	31 0	-	13 in 1st class.	10½	4	6-8	30 0	33 0	32 0	35 0	100	110	120	200	1 0	1 0	55	29
Perthshire†	85	88,188	23 4	23 11	29 2	30 11	11	14 7 in 1st class.	15	3-7	6	30 4	31 6	33 10	36 2	110	130	150	210	-	-	55	34
Shropshire	180	216,918	20 10	23 4	28 0	29 2	15	15 7 in 1st class.	15	3	4-1	28 6	30 11	31 0	36 2	105	109½	140	160	1 2	1 2	None.	26
Wiltshire	299	265,605	19 10	21 0	23 8	28 0	15	11 15 1st class.	8	3-6	18-3	27 5	29 9	29 9	33 3	95	110	130	200	1 2	1 2	50	26
Liverpool	2,260	758,031	25 7	30 0	33 0	40 0	15	15 15 1st class.	16	5-2	21-2	36 0	42 0	42 0	50 0	140	220	250	420	-	-	None.	30
Manchester	1,395	714,388	26 0	28 0	31 0	40 0	10	20 10 1st class.	10	4-4	29	35 0	41 0	40 0	48 0	130	201½	210	450	1 0	1 0	55	30
Newcastle-on-Tyne	395	266,603	25 0	28 0	33 0	37 0	15	15 15 1st class.	14	5-3	12-1	35 0	41 0	42 0	46 0	130	156	175	250	2 0	2 0	None.	30
Birmingham	1,431	840,202	25 0	27 0	32 0	35 0	15	15 15 1st class.	10	5-8	9-3	34 0	38 0	40 0	43 0	123½	180	200	280	2 4	2 4	None.	26
Edinburgh†	628	320,300	23 6	25 1	30 6	35 0	11	10 15 1st class.	13	4-6	14-7	34 6	36 9	36 6	42 0	120	135(c)	200	250	-	-	55	34
Cardiff	294	182,259	25 0	28 0	30 0	37 0	5	15 15 1st class.	10	4-3	23-3	34 0	39 0	38 0	45 0	125	151	170	250	-	-	52	26
Sheffield	584	476,971	25 7	28 0	33 0	38 0	15	15 15 1st class.	10	4-7	15-1	36 0	41 6	42 0	46 6	130	200	200	275	1 0	-	None.	30
Glasgow†	1,996	1,032,000	25 0	27 5	30 8	37 4	10	10 15 1st class.	13	5-5	21-7	33 6	39 1	35 6	44 4	125	156(c)	232	352	-	-	55	34
D.M.P.	1,175	416,104	23 0	23 0	30 0	30 0	15	15 15 1st class.	15	4-3	Nil.	34 0	34 0	40 0	40 0	120	160	250	320	-	-	None.	29
R.I.C.	10,498	3,974,115	15 0	15 0	27 0	28 0	20	25 18½ 1st class.	18½	3-1	3-7	29 0	30 0	31 0	32 0	97½	104	125	300	-	-	50	30
																							(See Note (b))

* As distinct from superior pay of Star or Merit Class.

† No special Root Allowance given.

NOTES.—(a) The pay of all the British Forces is, by Statute, subject to 2½ per cent. rateable deduction towards Pension Fund, Police Act, 1890, Sec. 15 (1) (a) and Police (Scotland) Act, 1890, Sec. 15 (1) (a).
 (b) In Great Britain a minimum service of 25 years is prescribed by Statute for voluntary retirement on pension. The same minimum service is prescribed for the Dublin Metropolitan Police by the Constabulary and Police (Ireland) Act, 1883; the completion, however, of 30 years' service was, by the Constabulary (Ireland) Act, 1908, required in the case of Constables joining the Royal Irish Constabulary after the passing of the Act, and of Constables who had previously joined if they wished to have their pensions calculated on the basis of the pay granted by the Act.
 (c) These Cities have a rank of Lieutenant between Inspector and Superintendent, the pay being, in Edinburgh, from £160 to £190, and in Glasgow from £160 to £207.

APPENDIX XII.

ROYAL IRISH CONSTABULARY.

TABLE showing Growth of Annual Pensions Charge and Growth of Numbers of Pensioners from 1883-4 to 1912-13, inclusive.

YEAR.	Actual Expenditure for Pensions and Gratuities.	Variation in Cost as compared with Previous Year.		Number of Pensioners on 30th November, in each Financial Year.		
		Increase.	Decrease.	Males.	Widows.	Children.
	£	£	£			
1883-4 ..	251,850	12,615	—	5,145	4	17
1884-5 ..	266,400	14,550	—	5,225	21	57
1885-6 ..	273,561	7,161	—	5,305	32	88
1886-7 ..	279,928	6,367	—	5,333	39	113
1887-8 ..	286,629	6,701	—	5,368	50	157
1888-9 ..	289,884	3,255	—	5,412	71	216
1889-90..	296,244	6,360	—	5,433	81	266
1890-1 ..	298,927	2,683	—	5,316	88	277
1891-2 ..	305,062	6,135	—	5,379	111	379
1892-3 ..	310,333	5,271	—	5,453	121	406
1893-4 ..	316,071	5,738	—	5,545	130	441
1894-5 ..	327,195	11,124	—	5,684	149	478
1895-6 ..	337,542	10,347	—	5,890	162	496
1896-7 ..	353,532	15,990	—	6,155	170	516
1897-8 ..	355,774	2,242	—	6,210	178	555
1898-9 ..	360,948	5,174	—	6,343	189	576
1899-1900	365,476	4,428	—	6,455	204	595
1900-1 ..	370,396	4,920	—	6,548	218	604
1901-2 ..	369,906	—	490	6,477	232	605
1902-3 ..	368,079	—	1,827	6,551	251	616
1903-4 ..	371,733	3,654	—	6,641	271	642
1904-5 ..	375,578	3,845	—	6,698	283	627
1905-6 ..	381,281	5,703	—	6,837	293	606
1906-7 ..	390,302	9,021	—	7,078	308	594
1907-8 ..	401,842	11,540	—	7,379	310	575
1908-9 ..	405,359	3,517	—	7,381	320	561
1909-10..	407,075	1,716	—	7,443	331	557
1910-1 ..	406,984	—	91	7,465	347	552
1911-2 ..	407,671	687	—	7,538	358	543
1912-3 ..	408,369	698	—	7,580	365	501

		Under Statute of 1883.		Under Statute of 1908.	
		£	s. d.	£	s. d.
Maximum Pension of a	Head Constable ..	69	6 8	69	6 8
	Sergeant ..	53	14 8	55	9 4
	Constable ..	46	16 0	48	10 8

APPENDIX XIII.

ROYAL IRISH CONSTABULARY.

(a)—RETURN showing the Number of Voluntary Retirements on Pension during each of the Ten Years 1904 to 1913.

YEAR.	25 Years' Service.	26 Years' Service.	27 Years' Service.	28 Years' Service.	29 Years' Service.	30 Years' Service.	31 Years' Service, and over.	Total.
1904 ..	68	34	40	49	30	15	25	261
1905 ..	111	50	24	43	35	20	45	328
1906 ..	247	41	28	40	26	24	35	441
1907 ..	279	97	32	42	50	14	41	555
1908 ..	52	77	44	22	13	11	27	246
1909 ..	12	34	76	66	30	24	38	280
1910 ..	14	3	18	94	39	26	48	242
1911 ..	76	5	5	29	52	80	52	299
1912 ..	47	32	3	4	25	95	74	280
1913 ..	67	17	31	3	2	44	124	288
Totals	973	390	301	392	302	353	509	3,220

APPENDIX XIII.—*continued.*

(b).—RETURN showing the Number of Retirements on account of Ill-health during each of the Ten Years 1904 to 1913.

YEAR.	On Gratuity	15 Years' Service.	16 Years' Service.	17 Years' Service.	18 Years' Service.	19 Years' Service.	20 Years' Service.	21-25 Years' Service.	26 Years' Service, and over.	Total.
1904 ..	30	4	—	2	—	1	1	45	2	85
1905 ..	18	3	3	3	2	1	1	23	—	54
1906 ..	17	5	3	3	10	4	3	18	1	64
1907 ..	12	4	5	2	4	4	2	7	1	41
1908 ..	26	2	3	4	4	2	3	14	4	62
1909 ..	24	3	2	2	4	1	6	10	2	54
1910 ..	17	6	1	3	2	3	3	10	7	52
1911 ..	28	6	3	4	2	3	3	12	5	66
1912 ..	32	1	3	2	2	3	2	8	2	55
1913 ..	31	—	5	3	4	2	4	7	7	63
Totals	235	34	28	28	34	24	28	154	31	596

(c).—RETURN showing the Number of Retirements on Pension during each of the Ten Years, 1904 to 1913, on account of Injuries received in the Execution of Duty.

YEAR.	1-5 Years' Service.	5-10 Years' Service.	10-15 Years' Service.	15-20 Years' Service.	20-25 Years' Service.	25-30 Years' Service.	Over 30 Years' Service.	Total.	Nature of Injuries.	
									Accidental.	Malicious.
1904 ..	—	—	—	—	4	—	—	4	1	3
1905 ..	—	2	1	1	5	4	—	13	9	4
1906 ..	—	—	—	1	3	6	—	10	8	2
1907 ..	—	—	1	1	1	3	—	6	4	2
1908 ..	—	—	—	1	—	—	—	1	—	1
1909 ..	1	1	—	4	1	4	1	12	4	8
1910 ..	1	—	1	1	3	5	—	11	7	4
1911 ..	—	—	2	—	5	4	1	12	11	1
1912 ..	—	—	1	—	3	3	1	8	4	4
1913 ..	1	1	1	1	1	4	2	11	5	6
Totals	3	4	7	10	26	33	5	88	53	35

NOTE (1).—In 1909, one constable was murdered when performing his duty.

NOTE (2).—In addition to the above, three officers retired on pension in consequence of injuries received in the execution of duty, one in 1904, one in 1912, and one in 1913.

(d).—TABLE showing Average Age, Service and Service in Rank of Head and other Constables of the R.I.C., who retired voluntarily in the Five Years, 1909-1913.

		Total number Retired 1909-1913.	Average Age	Average Service	Average Service in Rank.
			years.	years.	years.
Head Constable	..	95	52.0	32.3	7.9
Sergeants	..	702	49.2	28.9	8.4
Acting Sergeants	..	5	47.0	25.8	1.4
Constables	..	587	49.7	28.5	28.5

APPENDIX XIV.

ROYAL IRISH CONSTABULARY.

RETURN showing, according to Service, the number of Resignations in the Royal Irish Constabulary during the Year 1913.

SERVICE.	Number.
Under 1 Year	47
1 Year and under 2 Years ..	28
2 Years and under 3 Years ..	26
3 Years and under 4 Years ..	29
4 Years and under 5 Years ..	51
5 Years and under 6 Years ..	65
6 Years and under 7 Years ..	21
7 Years and under 8 Years ..	14
8 Years and under 9 Years ..	1
9 Years and under 10 Years ..	—
10 Years and under 11 Years ..	5
11 Years and under 12 Years ..	1
12 Years and under 13 Years ..	8
13 Years and under 14 Years ..	2
14 Years and under 15 Years ..	1
Total ..	299

APPENDIX XV.

ROYAL IRISH CONSTABULARY.

RETURN showing the Number of Men at R.I.C. Stations on 31st December, 1913.

COUNTIES, &C.	NUMBER OF STATIONS WITH—						TOTAL.
	Less than 4 men.	4 men.	5 and under 10 men.	10 and under 20 men	20 and under 40 men.	40 men and over.	
Antrim	—	7	25	6	—	—	38
Armagh	—	9	17	3	—	—	29
Carlow	2	8	5	1	—	—	16
Cavan	1	12	15	1	—	—	29
Clare	1	6	56	6	1	—	70
Cork, E.R.	11	35	24	10	—	—	80
Cork, W.R.	2	23	18	3	—	—	46
Donegal	—	21	35	3	—	—	59
Down	—	10	29	5	—	—	44
Dublin	—	10	18	2	—	—	39
Fermanagh	—	11	13	1	—	—	25
Galway, E.R.	—	1	36	11	3	—	51
Galway, W.R.	1	13	33	8	—	1	56
Kerry	9	31	20	4	1	—	65
Kildare	3	16	5	3	—	—	27
Kilkenny	3	27	8	3	—	—	41
King's	1	14	10	4	—	—	29
Leitrim	—	9	19	2	—	—	30
Limerick	2	28	22	2	—	—	54
Londonderry	—	11	10	1	—	—	22
Longford	2	4	9	2	—	—	17
Louth	1	6	9	3	—	—	19
Mayo	1	19	38	8	—	—	66
Meath	3	20	10	1	—	—	34
Monaghan	3	11	4	3	—	—	21
Queen's	—	13	9	1	—	—	23
Roscommon	3	8	26	4	1	—	42
Sligo	—	15	15	3	1	—	34
Tipperary, N.R.	3	26	6	4	—	—	39
Tipperary, S.R.	1	24	15	2	1	—	43
Tyrone	—	5	26	4	—	—	35
Waterford	3	13	14	1	—	—	31
Westmeath	—	14	15	4	1	—	34
Wexford	4	25	7	2	—	—	38
Wicklow	—	7	17	2	—	—	26
<i>Cities.</i>							
Belfast	—	—	—	4	9	13	26
Cork	—	—	3	6	1	1	11
Limerick	—	—	3	2	1	—	6
Londonderry	—	—	1	3	—	1	5
Waterford	—	—	2	3	1	—	6
TOTALS	60	512	647	141	21	16	1,397

NOTE.—This Return includes Huts and Protection Posts as well as ordinary stations.

APPENDIX XVI.

ROYAL IRISH CONSTABULARY.

RETURN showing periods of service at which men (Head Constables, Sergeants, Acting Sergeants and Constables) serving in the Royal Irish Constabulary on 31st December, 1913, were married.

COUNTIES. &c.	Under 7 years' service	7 years' service and under 8	8 years' service and under 9	9 years' service and under 10	10 years' service and under 11	11 years' service and under 12	12 years' service and under 13	13 years' service and under 14	14 years' service and under 15	15 years' service and over.	TOTAL.
Antrim ..	—	30	8	6	7	6	6	7	4	16	90
Armagh ..	—	21	7	4	7	5	7	3	3	8	65
Carlow ..	—	10	3	2	2	3	5	3	—	8	36
Cavan ..	—	14	9	11	2	4	2	2	1	13	58
Clare ..	—	52	16	11	12	13	9	7	2	19	141
Cork, E.R. ..	—	77	35	32	22	19	18	16	11	42	272
Cork, W.R. ..	—	31	17	10	11	6	9	6	4	10	104
Donegal ..	—	33	15	8	17	6	8	5	6	23	121
Down ..	—	39	10	12	7	15	4	2	5	6	100
Dublin ..	—	10	9	6	6	9	2	3	8	8	61
Fermanagh ..	—	21	8	8	8	2	2	2	—	12	63
Galway, E.R.	—	33	20	14	10	14	5	1	10	23	130
Galway, W.R.	—	47	11	14	12	12	10	5	2	19	132
Kerry ..	—	37	16	17	13	6	6	7	5	12	119
Kildare ..	—	13	6	9	6	7	—	6	2	13	62
Kilkenny ..	—	36	17	6	9	4	3	1	2	13	91
King's ..	—	18	6	5	5	8	4	5	1	10	62
Leitrim ..	—	21	4	14	5	3	1	6	2	15	71
Limerick ..	—	63	18	16	15	9	15	9	7	21	173
Londonderry	—	38	16	6	4	11	4	5	7	11	102
Longford ..	—	23	6	2	3	3	3	7	2	6	55
Louth ..	—	13	8	10	5	2	5	1	3	13	60
Mayo ..	—	44	23	18	17	10	17	8	9	26	172
Meath ..	—	20	4	5	3	7	6	3	4	9	61
Monaghan ..	—	11	7	6	3	2	6	1	2	9	47
Queen's ..	—	17	5	7	5	3	4	4	4	9	58
Roscommon ..	—	48	19	8	9	7	8	7	4	11	121
Sligo ..	1	43	13	13	9	7	7	3	6	9	111
Tipperary, N.R.	—	19	9	8	16	6	9	7	4	11	89
Tipperary, S.R.	—	32	16	9	5	9	4	11	2	12	100
Tyrone ..	2	38	11	10	2	4	3	8	2	15	95
Waterford ..	—	37	14	14	12	6	7	6	5	13	114
Westmeath ..	—	19	6	10	9	9	7	10	10	12	92
Wexford ..	—	16	9	9	9	5	3	—	2	9	62
Wicklow ..	—	18	5	4	1	5	4	3	7	8	55
Belfast ..	1	150	58	53	47	47	36	33	26	59	510
Depot and Re- serve.	8	14	12	4	4	7	6	5	4	14	78
TOTALS ..	12	1,206	476	401	339	301	255	218	178	547	3,933

NOTE.—Of the 12 men married with less than 7 years, most of them were specially recruited for the Band, and some were married before joining the Force.

APPENDIX XVII.

TABLE showing Numbers of Ex-Soldiers Recruited for the Irish Police in the Years 1909-13.

	Dublin Metropolitan Police.					Royal Irish Constabulary.				
	1909.	1910.	1911.	1912.	1913.	1909.	1910.	1911.	1912.	1913
Number of vacancies filled during twelve months ended 30th September.	67	70	54	19	71	605	485	547	651	638
Number of such vacancies given to ex-soldiers during twelve months ended 30th September.	4	4	—	1	4	13	27	10	17	9
Percentage of vacancies filled by ex-soldiers.	5.9	5.7	—	5.2	5.6	2.1	5.5	1.8	2.6	1.4

APPENDIX

CONTRACT PRICES of Provisions supplied to Prisons in the undermentioned

—	White Bread, 2 lbs.	Brown Bread, 2 lbs.	Oatmeal, cwt.	Milk, gallon.	Tea, lb.	Coffee, lb.	Sugar, cwt.	Rice, cwt.	Potatoes, cwt.	Beef, lb.	Mutton, lb.
DUBLIN.	d.	d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	d.	d.
1882 ..	3·2	2·9	12 6	0 11	2 3	1 3	23 4	21 0	3 0	6·2	7½
1890-1 ..	1·9	1·8	11 9	{ 0 9½ 0 7½ }	2 3	1 4	18 8	18 8	2 10	5	5
1901-2 ..	1·7	1·3	9 1	{ 0 7½ 0 7 }	1 4	0 11½	18 8	10 3	3 11	5	4¾
1913-14	1·9	1·8	12 6	0 8·5	1 2	1 2	14 4½	14 0	3 11	4·4	4·4
1914-15	1·9	1·8	12 3	0 9½	1 1 ⁹ / ₁₀	1 2	13 4½	14 0	3 6	4·4	4½
BELFAST.											
1882 ..	2·8	2½	12 9	1 0	2 3	1 4	23 4	23 4	4 0	6½	8
1890-1 ..	2·6	2·6	10 5	0 9	2 0	1 6	18 8	18 8	4 0	4½	5·7
1901-2 ..	1·8	1·4	10 0	0 7¾	1 4½	—	19 2	—	4 0	5	7
1913-14	2	1·96	12 9	0 9·5	1 2	1 2	14 9	14 0	—	5½	7
1914-15	1·94	1·8	12 6	0 9½	1 2	1 2	14 0	14 11	—	5¾	8
CORK.											
1882 ..	3	2·25	13 9	0 9½	2 3	1 6	28 0	23 4	5 0	6	0 7½
1890-1 ..	2¼	2	13 6	{ 07·9 06·9 }	2 0	1 6	18 8	18 8	{ 4 0 3 4 }	5	—
1901-2 ..	1·7	1·3	9 9	{ 0 7 0 6¼ }	1 4½	—	19 3½	14 0	{ 3 5 3 5 }	5	—
1913-14	2	1·7	13 6	{ 07·9 08·75 }	1·2	1 2	15 9	15 10	5 0	3·8	5·8
1914-15	2	1·7	13 6	{ 0 9½ 0 10 }	1 2	1 2	15 0	16 9	5 0	4½	—
DUNDAWK.											
1882 ..	3	2·3	12 3	0 9	2 6	1 8	28 0	28 0	3 3	6½	8
1890-1 ..	2½	2	12 2	0 9	2 0	1 7	17 9	17 9	5 0	5	6
1901-2 ..	2½	2	10 1	0 8½	1 4·4	—	19 3½	13 0	—	6	6½
1913-14	3	2½	13 6	0 10	1 2	1 2	15 6	15 10	—	7	7
1914-15	3·12	2·62	13 3	0 10	1 2	1 2	14 9	16 9	—	7½	8½

NOTE.—Bread—Dublin and Cork.—These rates are the cost prices of bread baked in the Prison bakeries. There reduced to 1s. 10d.

XVIII.

towns in Ireland in 1882, 1890-91, 1901-02, 1913-14, and 1914-1915.

—	White Bread, 2 lbs.	Brown Bread, 2 lbs.	Oatmeal, cwt.	Milk, gallon.	Tea, lb.	Coffee, lb.	Sugar, cwt.	Rice, cwt.	Potatoes, cwt.	Beef, lb.	Mutton, lb.
	d.	d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	d.	d.
LONDON- DERRY.											
1882 ..	3½	2½	13 0	0 9¾	2 0	1 4	23 4	18 8	4 0	7	8
1890-1 ..	1·8	1·8	10 6	0 10	1 8	1 4	14 0	18 8	3 8	6½	8
1901-2 ..	1·8	1·8	9 11	08·9	1 4½	—	17 2	14 0	3 10	6	7½
1913-14..	3	3	13 3	0 11½	1 2	1 2	16 0	15 10	3 9	5·6	6·4
1914-15	3	3	11 9	0 11½	1 2	1 2	15 3	18 8	3 0	5·6	7
ARMAGH.											
1882 ..	3¼	2½	12 0	0 11	2 3	0 11½	28 0	23 4	4 0	9½	9
1890-1 ..	2·8	2·8	12 6	0 8	1 8	1 0	16 9	16 9	3 4	5	7
1901-2 ..	3	2·24	10 4½	0 8	1 4½	—	19 6½	13 0	3 6	6	7
1913-14	2·7	2·6	13 6	0 9	1 2	1 2	15 9	15 10	—	4½	6
1914-15	2⅞	2⅞	13 6	0 9	1 2	1 2	15 0	16 9	—	4·4	4·4
TRALEE.											
1882 ..	3	2·87	12 11	0 11¾	2 3	2 0	28 0	32 8	3 6	6½	9
1890-1 ..	2·3	2¼	11 3	0 8½	1 7	1 7	16 9	15 0	3 6	6	8
1901-2 ..	2	2	10 0	07·4	1 4½	—	19 6½	13 0	—	5½	8
1913-14	3	2½	13 9	0 8½	1 2	1 2	16 3	15 10	—	6	8
1914-15	3·5	2⅝	13 9	0 7⅞ ₁₀	1 2	1 2	15 6	16 9	—	6	8
WATERFORD.											
1882 ..	2·55	2½	14 0	0 10	2 0	1 4	28 0	37 4	3 8	9	9
1890-1 ..	2¾	2½	13 6	0 10½	2 0	1 7	17 9	17 9	5 4	5¼	5½
1901-2 ..	2¼	1¾	9 10½	0 8	1 4½	—	19 3½	13 0	—	6	6
1913-14	2½	2½	13 3	0 8	1 2	1 2	15 3	15 10	5 0	6	—
1914-15	2·5	2·5	13 3	0 9½	1 2	1 2	15 0	16 9	5 0	6½	—

are in these cases no outside contractors. Sugar—a duty of 4s. 2d. per cwt. included in prices for 1901-2, was per cwt. in 1908.

APPENDIX

ARMY CONTRACT PRICES OF CERTAIN PROVISIONS IN THE UNDERMENTIONED

	Meat, per lb.				Bread, 4 lbs.				Milk, per gallon.			
	1882.	1890.	1901.	1914.	1882.	1890.	1901.	1914.	1882.	1890.	1901.	1914.
	d.	d.	d.	d.	d.	d.	d.	d.	d.	d.	d.	d.
BELFAST A.S.C. DISTRICT :												
Athlone ...	5.20	5.68	5.6	5.69	5.44	5.18	4.38	5.47	8½	6½	6½	10
Belfast ...	5.43	5.24	4.89	5.89	5.22	3.85	3	3.87	10	8	11	10½
Boyle ...	5.75	6.24	—	5.98	7	4	5	5.5	—	16	—	—
Carrickfergus ...	5.67	5.37	5.92	6.87	5.74	4.25	4.25	5.5	—	—	—	—
Enniskillen ...	4.72	6.15	5.37	4	6.36	4.7	4	4.75	13½	9½	8	16
Galway ...	5.75	5	5.87	4.62	5.5	4.6	4.12	5.5	14	12	10	12
Holywood ...	—	5.2	5.17	5.69	—	—	3.05	3.87	—	—	12	14
Londonderry ...	6.94	5.47	5.4	5.44	5.74	4	3.8	5.3	14	12	12	12
Longford ...	5.5	4.75	4.98	4.98	5.12	4.3	4.49	4.98	11	12	12	—
Mullingar ...	4.99	5.3	5.25	5.85	6.24	4.3	3.75	5.5	8½	8½	—	—
Omagh ...	5.98	5.75	5.75	6	6.2	5.75	3.9	4.87	12	10	13	10
CORK A.S.C. DISTRICT :												
Ballincollig ...	5.12	5.15	5.47	5.67	5.2	4.1	4.12	4.5	10¾	7	8	10
Buttevant ...	5.25	4.65	4.98	5.6	4.96	4.85	4.15	4.7	11½	6¾	8	8
Cahir ...	4.75	5.19	5.14	4	6	5.1	4.25	5.25	13	12	16	12
Clonmel ...	5.44	5.4	4.9	5.73	4.5	4.5	3.87	4.87	10	8½	9	10
Cork Barracks ...	5.75	5.24	5.19	4.47	5.2	3.96	3.75	4.87	8	10	11	11
Cork Harbour ...	5.94	5.83	5.12	5.45	5.74	5.75	3.95	5.75	16	9	9	12
Fermoy ...	4.92	5.36	5.04	5.6	5.2	4.33	4	4.35	8	6½	6½	8
Fethard ...	7	6.5	5.5	4.5	5.8	4.97	4.5	5.5	—	6½	—	—
Kilkenny ...	5.73	5.2	4.89	5	5.12	3.44	3.73	4.5	14	8	7	9
Kinsale ...	4.62	4.3	4.75	4.75	4.96	4.25	4	4.25	10½	9	8	8
Tipperary ...	5.2	5.34	5.11	5	5.94	4	3.98	5.49	9¾	12	7¾	10
Trillick ...	5	5.25	4.87	4.19	5.5	5	4.25	6	16	12	8	—
Waterford ...	4.75	4.7	4.7	4.75	5.9	4.5	4	4.25	11	9	9	9
Youghal ...	5	6.25	5.45	5.72	5.5	4.2	5	4.7	—	16	—	—
CURRAGH A.S.C. DISTRICT :												
Birr ...	5.25	5.71	5.5	5.24	5.96	4.2	4.75	6	8	7¾	7½	12
Carlow ...	6.5	4.75	—	5.5	6.5	4.75	5	5.25	—	—	—	—
Curragh ...	7.25	—	5.48	—	5	—	3.68	—	9¾	8½	9	10
Newbridge ...	7.25	—	5.48	—	5	—	3.68	—	10½	11	10¾	10
Limerick ...	5.37	4.7	4.99	5.25	5.3	4.23	4.25	4.68	8	10	9	11¾
Maryborough ...	5.5	6.5	5.75	6	5.5	5	4.5	5.5	—	—	—	—
Naas ...	7	6.75	6.5	6	6.5	5	4.5	6	12	16	9½	—
DUBLIN A.S.C. DISTRICT :												
Armagh ...	4.75	4.15	6.45	4.95	5.44	4.5	5	5.25	19	12	10	—
Cavan ...	6.75	5.5	7	6.5	7	5	5	5	—	—	—	—
Drogheda ...	7	—	5.75	6	6	—	4.75	4.37	—	—	—	—
Dublin ...	7	—	5.45	4.85	5	—	4	4.9	11½	12	9	9
Dundalk ...	5.85	5.24	5.25	5.7	5.48	4.75	3.5	4.87	12	8	10	12

NOTE.—Where no price is stated, no contract existed.

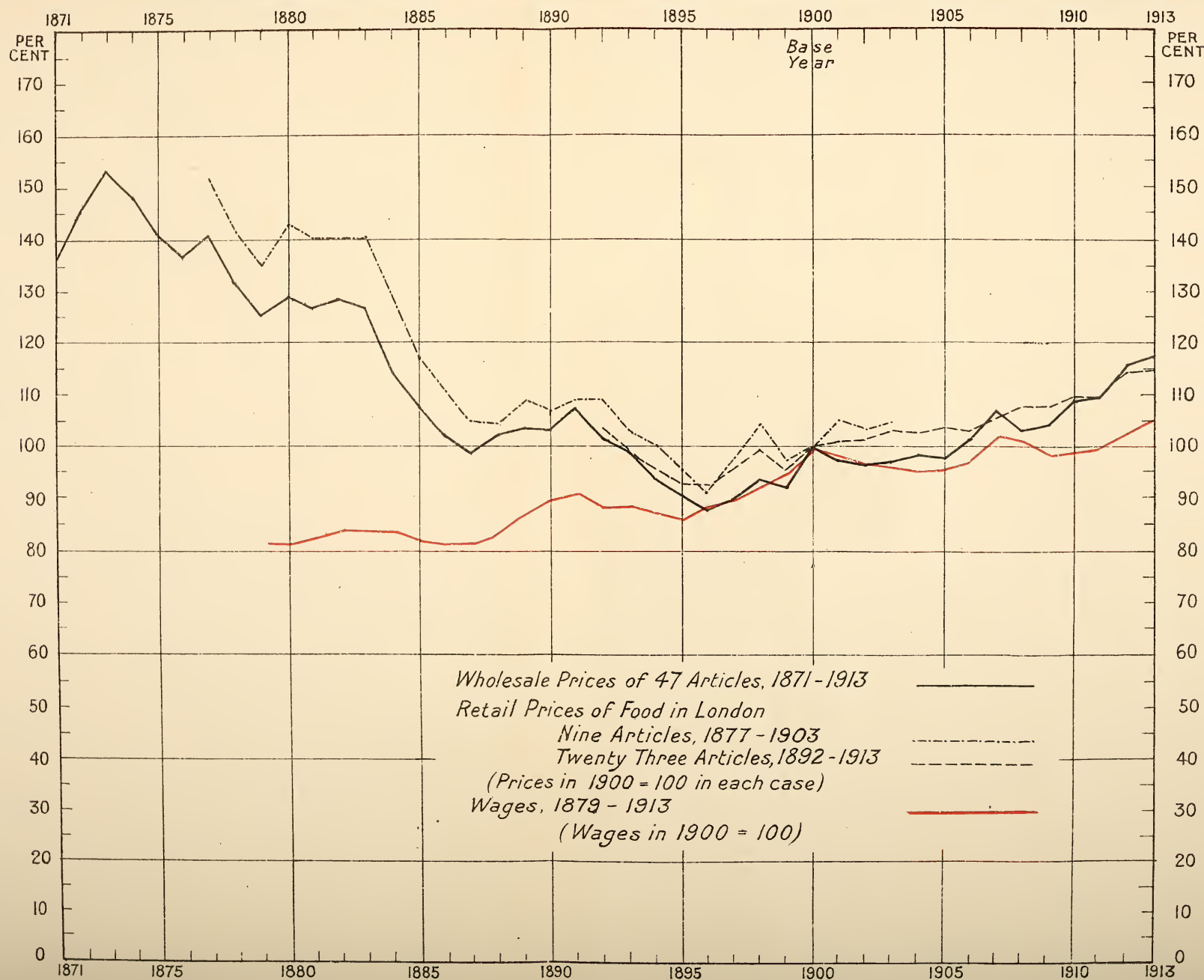
XIX.

TOWNS IN IRELAND FOR 1882, 1890, 1901, AND 1914 RESPECTIVELY.

Potatoes, per cwt.				Oatmeal, per cwt.				Rice, per cwt.				Sugar, per cwt.			
1882.	1890.	1901.	1914.	1882.	1890.	1901.	1914.	1882.	1890.	1901.	1914.	1882.	1890.	1901.	1914.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
4 4	2 11	3 8	-	16 0	-	-	-	18 0	-	-	-	29 0	-	-	-
3 2	2 6	3 6	6 0	15 0	13 0	11 8	15 6	16 0	10 6	11 8	18 0	30 0	17 0	16 0	18 8
-	4 0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 4	4 5	3 4	-	12 10	12 0	13 0	-	14 0	22 0	14 3	-	31 6	26 0	19 6	-
5 4	3 4	-	-	28 0	-	-	-	20 0	-	-	-	37 4	-	-	-
-	-	3 8	-	-	-	11 8	15 6	-	-	11 8	18 0	-	-	16 0	18 8
7 0	5 0	5 0	4 0	16 0	14 0	-	16 4	22 0	14 0	-	18 8	32 0	24 0	-	20 0
5 0	5 4	4 0	-	14 0	-	-	-	22 0	-	-	-	30 4	-	-	-
5 4	5 4	-	4 8	15 0	-	-	-	12 0	-	-	-	27 3	-	-	-
4 0	4 8	4 0	-	13 0	12 0	-	-	16 0	16 0	-	-	28 0	19 0	-	-
5 10	3 10	3 4	5 10	14 6	14 0	-	-	14 0	14 0	-	-	28 0	18 6	-	-
4 6	2 10	3 6	4 0	14 9	12 0	-	-	25 0	14 0	-	-	27 10	18 6	-	-
5 3	4 0	3 4	-	20 0	16 0	16 0	-	17 0	16 0	14 0	-	40 0	26 0	16 0	-
6 0	5 0	4 8	4 8	15 6	15 0	-	-	18 0	18 0	-	-	29 0	23 4	-	-
4 5	3 9	3 3	4 6	14 0	12 0	11 6	15 6	14 0	11 0	9 6	14 3	27 0	16 9	16 0	19 9
6 0	5 0	4 0	5 0	-	14 0	11 6	21 0	18 0	11 6	9 6	28 0	28 0	18 0	16 0	21 0
4 0	3 0	3 11	6 0	15 0	13 0	-	-	15 0	13 3	-	-	28 0	16 0	-	-
-	3 10	-	-	-	16 0	-	-	-	16 6	-	-	-	25 0	-	-
8 0	2 8	2 0	-	16 0	13 0	12 6	-	16 0	13 6	19 6	-	28 0	15 6	15 0	-
3 4	4 0	5 0	4 8	14 0	18 0	-	-	16 0	21 0	-	-	32 8	17 6	-	-
2 8	4 0	3 4	5 0	16 0	16 0	14 0	13 4	15 0	18 8	14 0	16 0	27 0	23 0	18 0	21 0
6 8	4 8	4 8	-	18 8	18 8	-	-	16 0	16 0	-	-	39 0	23 4	-	-
8 0	3 10	-	-	18 8	18 8	16 0	-	24 0	26 0	18 0	-	32 8	23 4	18 0	-
-	4 0	-	-	-	14 0	-	-	-	28 0	-	-	-	28 0	-	-
4 0	2 7½	2 8	-	16 0	-	-	-	18 0	-	-	-	32 6	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 0	3 8	2 10	4 8	15 6	13 9	11 4½	15 0	13 0	13 6	14 9	20 0	-	16 6	15 9	18 0
4 0	3 8	2 10	5 4	15 6	13 9	11 4½	-	13 0	13 6	14 9	-	-	16 6	15 9	-
3 4	3 4	4 0	-	15 6	12 6	-	-	14 0	12 0	-	-	28 0	16 0	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 8	4 3	-	-	18 8	-	-	-	18 8	-	-	-	32 8	-	-	-
4 0	4 0	4 0	-	-	-	14 0	-	-	14 0	18 8	-	-	22 6	18 8	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 6	3 8	2 11	4 11	14 6	12 9	10 0	12 6	12 0	10 8	9 3	18 0	25 0	13 9	14 0	19 0
4 0	3 0	3 0	4 0	19 0	13 0	16 0	-	20 0	18 6	16 0	-	28 0	19 6	18 0	-



APPENDIX XX.—CHART TO ILLUSTRATE FLUCTUATIONS IN WHOLESALE & RETAIL PRICES & IN WAGES.



APPENDIX XXI.

(a).—WAGES OF WORKMEN IN IRELAND, 1882-1914.

TIME RATES of Wages of various classes of Workmen at the end of the year 1882, and at March, 1914, together with the Amount and Percentage of Increase.

OCCUPATION.	Rate of Wages at the end of 1882.*	Rate of Wages at March, 1914.	Increase since end of 1882.	
			Amounts.	Percentages.

BELFAST.				
<i>Building Trade :</i>	Per hour.	Per hour.	Per hour.	
Bricklayers	d. 6½	d. 8½	d. 13	25·9
Masons	6¾	8½	14	25·9
Carpenters and Joiners	7	9	2	28·6
Painters	7	8½	1½	21·4
<i>Engineering :</i>	Per week.	Per week.	Per week.	
Brass Finishers ..	s. d. 30 0	s. d. 41 0	s. d. 11 0	36·7
Brass Moulders ..	30 0	43 0	13 0	43·3
Ironfounders	34 0	{ 42 0 and 43 0	{ 8 0 and 9 0	25·0
<i>Boilermakers :</i>				
Heavy Platers ..	38 0	47 6	9 6	25·0
Rivettors and Caulkers	32 0	42 0	10 0	31·25
<i>Printing and Bookbinding :</i>				
Compositors ..	30 0	35 0	5 0	16·7
Bookbinders and Machine Rulers.	27 0	34 0	7 0	25·9
<i>Furnishing Trade :</i>				
Cabinet Makers ..	30 0	38 2	8 2	27·2

DUBLIN.				
<i>Building Trade :</i>	Per week.	Per hour.	Per week.‡	Per week.
Bricklayers	s. d. 34 0	d. 9½	s. d. 39 7	s. d. 5 7
Stone Cutters	34 0	8½	35 5	1 5
Carpenters and Joiners	34 0	9	37 6	3 6
Plumbers	36 0	9½	41 7½	5 7½
Plasterers	34 0	9	37 6	3 6
Painters	32 6	{ 7½ and 8	{ 33 4 & 33 9	{ 0 10 and 1 3
Labourers	{ 16 0 and 18 0	{ 5 and 5½	{ 20 10 & 21 10½	{ 4 10 and 3 10½
<i>Printing and Bookbinding :</i>	Per week.	Per week.	Per week.	
Compositors	s. d. 33 0	s. d. 35 0	s. d. 2 0	6·1
Bookbinders and Machine Rulers.	30 0	34 0	4 0	13·3
<i>Furnishing Trade :</i>				
Cabinet Makers ..	{ 32 6 and 35 0	{ 37 6	3 9	11·1
<i>Gas Works :</i>				
Stokers	5s. per 12-hour shift.	5s. per 8-hour shift.	£	50 per cent. on hourly rate. No change on shift rate.
Labourers	18 0	20 0	2 0	11·1

CORK.				
<i>Building Trade :</i>	Per week.	Per week.	Per week.	
Bricklayers and Masons	s. d. 33 0	s. d. 36 0	s. d. 3 0	9·1
Carpenters and Joiners	33 0	34 6	1 6	4·5
Plasterers	33 0	34 6	1 6	4·5
Builders' Labourers ..	12 0	19 0	7 0	58·3
<i>Printing and Bookbinding :</i>				
Compositors	30 0	34 6	4 6	15·0
<i>Gas Works :</i>	Per shift.	Per shift.	Per shift.	
Stokers (Hand) ..	3 11½	5 2½||	1 3	31·5¶

* The particulars given for 1882 are in most cases Trade Union rates.

† In 1882 weekly rates, and in 1914 hourly rates, were paid in these cases. The percentage increases have been calculated on the basis of the weekly rates in summer; but as the weekly hours have been reduced, the percentage increases on hourly rates would be greater.

‡ For Dublin the weekly rates are those for a full week in summer.

§ The rate per shift is unchanged, but the hours of labour have been reduced from 12 to 8 per shift, and the hourly rate has increased from 5d. to 7½d.

|| Rate in 1913.

¶ Calculated on the basis of rates per shift.

APPENDIX XXI.—*continued.*

(b).—MINIMUM RATES OF PAY OF POLICE CONSTABLES IN 1913.

NUMBER OF POLICE FORCES in Great Britain in which the Minimum Rates of Pay for Police Constables, at the end of 1913, were as shown below.

MINIMUM RATE OF PAY.	Number of Forces in which the Minimum Rates were as shown in Column 1.				
	County Police.		City and Borough Police.		Total.
	England and Wales.	Scotland.*	England and Wales.	Scotland.*	
Per Week :					
Under 21s.	—	—	—	—	—
21s.	3	—	—	—	3
21s. 11d.	1	—	—	—	1
22s.	1	—	1	—	2
22s. 2d.	7	—	—	—	7
22s. 6d. and 22s. 9d. ..	7	1	—	—	8
23s.	2	—	7	—	9
23s. 4d.	8	2	2	—	12
23s. 6d.	—	—	2	—	2
23s. 11d.	1	10	1	2	14
24s.	6	—	8	—	14
24s. 6d.	2	—	6	—	8
25s.	2	—	28	—	30
25s. 1d.	6	18	3	29	56
25s. 3d. to 25s. 8d. ..	3	—	6	—	9
26s.	2	—	21	—	23
26s. 3d. to 26s. 10d. ..	5	—	6	—	11
27s.	—	—	29	—	29
27s. 5d. and 27s. 6d. ..	—	—	1	1	2
28s.	2	—	9	—	11
Totals	58	31	130	32	251

* The rates for Constables in Scotland include boot money.

NOTE :—The figures given in the above Table are exclusive of probationers.

(c). MAXIMUM RATES OF PAY OF POLICE CONSTABLES, 1913.

NUMBERS OF POLICE FORCES in Great Britain in which the Maximum Rates of Pay for Constables, at the end of 1913, were as shown below.

MAXIMUM RATES OF PAY.	Numbers of Forces in which the Maximum Rates were as shown in Column 1.				
	County Police.		City and Borough Police.		Total.
	England and Wales.	Scotland.*	England and Wales.	Scotland.*	
Per Week :					
27s. 11d.	1	—	—	—	1
28s.	2	—	—	—	2
29s.	2	—	1	—	3
29s. 2d.	7	—	1	—	8
29s. 6d. and 29s. 9d. ..	4	—	—	—	4
30s.	6	—	4	—	10
30s. 4d.	8	4	—	1	13
30s. 6d.	1	—	3	—	4
30s. 11d.	3	5	1	4	13
31s.	1	—	1	—	2
31s. 2d. to 31s. 11d. ..	3	—	4	—	7
32s.	2	—	9	—	11
32s. 1d.	2	8	1	6	17
32s. 6d. to 32s. 8d. ..	2	—	—	2	4
33s.	1	—	6	—	7
33s. 1d.	—	1	—	—	1
33s. 3d.	2	13	1	13	29
33s. 5d. to 33s. 10d. ..	4	—	9	—	13
34s.	—	—	11	—	11
34s. 2d. to 34s. 9d. ..	4	—	9	2	15
35s.	1	—	12	2	15
35s. 2d. to 35s. 8d. ..	1	—	11	—	12
36s.	—	—	22	—	22
36s. 1d. to 36s. 10d. ..	1	—	5	1	7
37s.	—	—	6	—	6
37s. 2d. to 37s. 6d. ..	—	—	7	1	8
38s. 6d.	—	—	3	—	3
39s.	—	—	2	—	2
40s.	—	—	1	—	1
TOTALS	58	31	130	32	251

* The rates for Constables in Scotland include boot money.

NOTE :—The rates given include "merit" or "good conduct" pay.

APPENDIX XXI.—continued.

(d).—CHANGES IN RATES OF POLICE CONSTABLES, 1901-1913.

NUMBERS OF POLICE FORCES in Great Britain in which the changes in Minimum and Maximum Rates of Pay, between the end of 1901 and the end of 1913, were as shown below.

Amount of Changes in Weekly Rates.	MINIMUM RATES.*					MAXIMUM RATES.†				
	County Police.		City and Borough Police.		Total.	County Police.		City and Borough Police.		Total.
	England and Wales.	Scotland.	England and Wales.	Scotland.		England and Wales.	Scotland.	England and Wales.	Scotland.	
Decreases (1d. to 2s.).	—	—	2	1	3	—	—	2	—	2
No Change ..	18	2	22	3	45	11	—	5	—	16
Increases :										
2d. ..	—	—	—	—	—	—	—	1	—	1
6d. to 11d. ..	3	2	9	2	16	3	—	4	—	7
1s. ..	3	—	24	—	27	1	—	4	—	5
1s. 1d. ..	—	—	1	—	1	—	—	—	—	—
1s. 2d. ..	16	12	2	14	44	11	3	3	1	18
1s. 3d. to 1s. 8d. ..	—	—	9	1	10	2	1	7	—	10
1s. 9d. ..	6	3	2	3	14	8	1	3	3	15
1s. 10d. & 1s. 11d. ..	—	—	1	—	1	1	—	1	—	2
2s. ..	4	—	29	—	33	2	—	27	—	29
2s. 2d. and 2s. 3d. ..	—	—	—	—	—	—	—	5	—	5
2s. 4d. ..	2	3	3	3	11	3	7	1	8	19
2s. 5d. to 2s. 10d. ..	1	1	3	1	6	1	—	9	—	10
2s. 11d. ..	4	6	—	3	13	5	4	1	3	13
3s. ..	1	1	17	—	19	4	—	21	—	25
3s. 2d. to 3s. 4d. ..	—	—	1	—	1	1	1	2	—	4
3s. 6d. ..	—	1	—	1	2	3	6	3	7	19
3s. 7d. to 3s. 10d. ..	—	—	—	—	—	—	—	3	—	3
4s. ..	—	—	3	—	3	1	—	14	—	15
4s. 1d. to 4s. 6d. ..	—	—	—	—	—	—	2	2	3	7
4s. 8d. to 4s. 10d. ..	—	—	—	—	—	1	3	2	3	9
5s. ..	—	—	—	—	—	—	—	4	—	4
5s. 2d. to 5s. 4d. ..	—	—	—	—	—	—	3	1	2	6
5s. 6d. and above	—	—	—	—	—	—	—	3	2	5
	58	31	128	32	249	58	31	128	32	249

* The particulars as to minimum rates are exclusive of probationers.

† The particulars as to maximum rates include "merit" or "good conduct" pay.

(e).—CHANGES IN RATES OF POLICE CONSTABLES, 1883-1913.

NUMBERS OF POLICE FORCES in Great Britain in which the changes in Minimum and in Maximum Rates of Pay of Constables between the end of 1883 and the end of 1913 were as shown below.

Amount of Changes in Weekly Rates.	MINIMUM RATES.*					MAXIMUM RATES.†				
	County Police.		City and Borough Police.		Total.	County Police.		City and Borough Police.		Total.
	England and Wales.	Scotland.	England and Wales.	Scotland.		England and Wales.	Scotland.	England and Wales.	Scotland.	
Decreases—7d. to 1s.	1	—	1	1	3	—	—	—	—	—
No change ..	2	—	4	—	6	1	—	—	—	1
Increases :										
1d. to 11d. ..	1	1	7	2	11	1	—	—	—	1
1s. ..	2	—	5	—	7	—	—	—	—	—
1s. 1d. to 1s. 11d. ..	20	6	16	2	44	4	—	—	—	4
2s. ..	2	—	17	—	19	2	—	2	—	4
2s. 1d. to 2s. 11d. ..	17	5	11	8	41	8	1	1	—	10
3s. ..	1	1	23	—	25	1	—	2	—	3
3s. 1d. to 3s. 11d. ..	5	14	9	11	39	8	1	4	—	13
4s. ..	1	—	12	—	13	2	—	4	—	6
4s. 1d. to 4s. 11d. ..	2	3	6	2	13	12	1	8	1	22
5s. ..	—	—	5	—	5	2	—	8	—	10
5s. 1d. to 5s. 11d. ..	2	1	—	4	7	8	1	15	1	25
6s. ..	1	—	2	—	3	—	—	7	—	7
6s. 1d. to 6s. 11d. ..	—	—	—	—	—	1	9	13	5	28
7s. ..	—	—	—	—	—	4	—	10	—	14
7s. 1d. to 7s. 11d. ..	—	—	—	—	—	1	11	25	10	47
8s. ..	—	—	—	—	—	—	—	5	—	5
8s. 1d. to 8s. 11d. ..	—	—	—	—	—	1	5	9	7	22
9s. ..	—	—	—	—	—	—	—	1	—	1
9s. 1d. to 9s. 11d. ..	—	—	—	—	—	1	2	1	4	8
10s. and above	—	—	—	—	—	—	—	3	2	5
	57	31	118	30	236	57	31	118	30	236

* The particulars as to minimum rates are exclusive of probationers.

† The particulars as to maximum rates include "merit" or "good conduct" pay.

APPENDIX XXII.

GENERAL SUMMARY OF RESULTS OF 1912 ENQUIRY BY BOARD OF TRADE.

	Dublin.	Belfast.	Cork.	London- derry.	Limerick.	Waterford.
Population—						
1911	304,802	386,947	76,673	40,780	38,518	27,464
1901	290,638	349,180	76,122	39,892	38,151	26,769
Per cent. change	+4·9	+10·8	+0·7	+2·2	+1·0	+2·6
Index Numbers on London = 100.						
Rents (including rates)	75	46	50	40	57	42
Prices :						
Meat	78	85	77	89	79	79
Other Food	107	111	106	107	107	107
Meat and other Food	99	103	98	102	99	99
Coal	85	97	92	100	109	91
Food and Coal	97	103	98	102	101	98
Combined Rents and Prices	93	92	88	90	92	87
Index Numbers on Dublin = 100						
Rents (including rates)	100	58	66	52	76	54
Prices :						
Meat	100	109	99	115	101	102
Other Food	100	103	99	100	100	100
Meat and other Food	100	104	99	103	100	100
Coal	100	114	109	118	129	107
Food and Coal	100	105	100	105	104	101
Combined Rents and Prices	100	96	93	94	98	92
Percentage Change, 1905-12.						
Rents (including rates)	Nil	—3	Nil	— 3	+3	+10
Prices :						
Meat	— 2	— 2	— 3	+ 5	+ 7	+10
Other Food	+11	+16	+20	+20	+17	+21
Meat and other Food	+ 8	+11	+14	+16	+14	+18
Coal	+17	+33	+27	+33	+20	+25
Food and Coal	+ 9	+13	+16	+18	+15	+19
Combined Rents and Prices	+ 7	+10	+13	+14	+13	+17
Rents :						
Two Rooms	3s. - 4s. 6d.	—	1s. 6d.-2s.	1s. 6d.-2s.	2s.-3s.	1s. 6d.- 2s. 6d.
Three rooms	4s.-6s.	2s. 6d.- 3s. 6d.	3s.-4s.	2s. 6d.	3s.-4s.	2s. 3d.-3s.
Four rooms	6s.-8s.	3s.-4s.* 4s. -5s.†	4s. 6d.- 5s. 6d.	3s.-4s. 6d.	4s.-5s.‡ 5s. 6d.- 7s.§	3s. 2d.- 4s. 6d.
Five rooms	8s.-10s.	4s. 6d.-6s.	6s. 6d.-7s.	4s. 6d.-6s.	7s.-9s.	5s.-6s.
Six rooms	—	5s.-7s.	—	—	—	—

* Kitchen houses.

† Parlour houses.

‡ Older houses.

§ Newer houses.

APPENDIX XXIII.

BOARD OF TRADE STATISTICS FOR 1912.

[Extracted from Cd. 6955 of 1913.]

(a).—INDEX NUMBERS showing Local Variations in 1912 in the Cost of Living.

PLACE.	Rent.	Retail Prices.	Rent and Prices combined.
London	100	100	100
Dublin	75	97	93
Limerick	57	101	92
Cork	50	98	88
Belfast	46	103	92
Waterford	42	98	87
Londonderry	10	102	90
Mean average for Ireland ..	51·7	99·8	90·2

NOTE.—These Board of Trade figures are calculated on the assumption that the working-class family spends four times as much on food and coal as on rent and, where there are two adults and three or four children, consumes on an average the following commodities in one week :—Meat, 6½ lbs. ; Tea, 0·6 lbs. ; Sugar, 5½ lbs. ; Bacon, 1½ lbs. ; Eggs, 12 ; Cheese, ¾ lb. ; Butter, 2 lbs. ; Potatoes, 17 lbs. ; Flour, 10 lbs. ; Bread, 22 lbs. ; Milk, 10 pints ; Coal, 2 cwt.

(b).—CHANGES between 1905 and 1912 in Rents and Retail Prices of Food as calculated by the Board of Trade for average working-class families :—

PLACE.	Percentage of Variation from 1905 to 1912.		
	Rent.	Retail Prices.	Rent and Prices combined.
London	—4	+12	—9
Dublin	Nil.	+9	+7
Limerick	+3	+15	+13
Cork	Nil.	+16	+13
Belfast	—3	+13	+10
Waterford	+10	+19	+17
Londonderry	—3	+18	+14
Mean average for Ireland ..	+1·2	+15·0	+12·2

APPENDIX XXIV.

TABLE† showing, by Civic and Rural Areas, and for all Ireland, the Number of Inhabited Houses in each Class and of the Families occupying them in 1881, 1891, 1901, and 1911.

Census Periods.	NUMBER OF INHABITED HOUSES AND OF THE FAMILIES OCCUPYING THOSE OF THE											
	1st Class.			2nd Class.			3rd Class.			4th Class.		
	In Civic Areas*	In Rural Areas	In all Ireland	In Civic Areas*	In Rural Areas	In all Ireland	In Civic Areas*	In Rural Areas	In all Ireland	In Civic Areas*	In Rural Areas	In all Ireland
1881 :—												
Houses	33,286	33,441	66,727	121,707	300,534	422,241	32,143	352,332	384,475	1,861	38,804	40,665
Families	60,443	36,125	96,568	158,828	308,559	467,387	33,750	356,344	390,094	1,901	39,124	41,025
average number of Families to each House	1·82	1·08	1·45	1·30	1·03	1·11	1·05	1·01	1·01	1·02	1·00	1·00
1891 :—												
Houses	33,659	37,081	70,740	139,909	326,723	466,632	26,137	286,452	312,589	856	19,761	20,617
Families	57,700	39,617	97,317	166,704	332,329	499,033	26,847	288,187	315,034	861	19,868	20,729
average Number of Families to each House	1·71	1·07	1·38	1·19	1·02	1·07	1·03	1·01	1·01	1·01	1·01	1·01
1901 :—												
Houses	36,525	38,700	75,225	171,792	349,662	521,454	22,268	229,342	251,610	527	9,346	9,873
Families	60,284	40,523	100,807	193,952	352,888	546,840	22,742	229,962	252,704	531	9,374	9,905
average Number of Families to each House	1·65	1·05	1·34	1·13	1·01	1·05	1·02	1·00	1·00	1·01	1·00	1·00
1911 :—												
Houses	41,297	43,109	84,406	191,044	392,201	583,245	18,442	170,694	189,136	264	4,828	5,092
Families	65,503	44,561	110,064	211,041	394,732	605,773	18,825	170,985	189,810	264	4,837	5,101
average Number of Families to each House	1·59	1·03	1·30	1·10	1·01	1·04	1·02	1·00	1·00	1·00	1·00	1·00

* The Civic Areas comprise all Municipal Boroughs, Urban Districts, and Towns of 2,000 inhabitants and upwards.

† Extracted from Table 49, General Report of the Census (Ireland), 1911. (Cd. 6663-1913).

APPENDIX XXV.

ROYAL IRISH CONSTABULARY.

APPROXIMATE AVERAGE COST OF A CONSTABLE OF THE ROYAL
IRISH CONSTABULARY.

	Annual Charge.
	£ s. d.
Pay (average), <i>less</i> deduction for Barrack Accommodation, say	60 0 0
Allowances, <i>i.e.</i> , Boot, Arms, and Straw	1 15 0
Cost of Housing, Fuel, and Light, say	5 5 0
Cost of Medical Attendance	1 4 0
Cost of Uniform (net)	3 12 0
Cost of Arms and Accoutrements, say	1 0 0
Total Cost for an unmarried Constable, or a married Constable with quarters for family ..	£72 16 0
Cost of a married Constable of over Ten Years' Service, whose family are not provided with quarters :	
Pay and Allowances, as above	72 16 0
Add 1s. per week not deducted from Pay, and 2s. per week Lodging Allowance	7 16 0
	£80 12 0
If living in Belfast, Cork, Derry, Limerick, Waterford, or outside Depot, add, for increased Lodging Allowance	2 12 0
	£83 4 0

The average cost of a Sergeant would be about £12 more per annum, representing the difference in average annual Pay.

The average cost of a Head Constable would be about £39 10s. more, representing the difference in average Pay, and in cost of clothing.

These figures are irrespective of the cost of Pension.

The average Pensions might be taken as :—

Of a Constable	about £41 per annum.
Of a Sergeant	about £53 per annum.
Of a Head Constable	about £68 per annum.*

*At present the average Pension is somewhat higher, owing to number of men still on the older scale.

APPENDIX XXVI.

ROYAL IRISH CONSTABULARY.

RETURN, showing the number of Promotions to the Rank of Acting Sergeant from the Ordinary and "P" Lists in each of the Years 1904 to 1913, inclusive.

Year.	Ordinary List.	"P" List.	Total.
1904	77	23	100
1905	99	24	123
1906	189	29	218
1907	280	29	309
1908	163	32	195
1909	166	30	196
1910	136	29	165
1911	167	30	197
1912	196	32	228
1913	162	30	192
Totals	1 635	288	1,923

APPENDIX XXVII.

ROYAL IRISH CONSTABULARY.

RETURN, showing the number of Promotions to Sergeant in each of the Years 1904–1913, inclusive.

Year.	No of Promotions.
1904	110
1905	110
1906	229
1907	300
1908	180
1909	192
1910	142
1911	186
1912	216
1913	187
Total	1,852

APPENDIX XXVIII.

ROYAL IRISH CONSTABULARY.

RETURN, showing the Number of Sergeants promoted to the Rank of Head Constable during each Year from 1904 to 1913 (both inclusive).

Year.	Number promoted from the Seniority List.	Number promoted from the List of Co. Inspectors' Clerks.	Number promoted from Competitive Examination List.	Number promoted specially.	Total.
1904 ..	16	5	5	4	30
1905 ..	18	5	5	4	32
1906 ..	9	3	3	1	16
1907 ..	20	6	6	6*	38
1908 ..	13	4	4	5†	26
1909 ..	14	4	3	2	23
1910 ..	13	4	5	4	26
1911 ..	13	4	3	3	23
1912 ..	15	4	4	2	25
1913 ..	22	6	4	3	35
Total ..	153	45	42	34	274

* *Special Promotions.*—In 1907, two Sergeants were promoted in the month of January who had been selected for special promotion in 1906, and two Sergeants (one holding the post of Gymnastic Instructor at the Depot, and the other being in charge of the Detective Staff in Belfast), were specially promoted to the rank of Head Constable in view of the onerous and responsible duties devolving upon them.

†In 1908, one Sergeant was specially promoted to the rank of Head Constable for distinguished service and courageous conduct when in charge of a very small party of police in attacking a large body of armed moonlighters in Co. Galway, and identifying two of their number.

APPENDIX XXIX.

ROYAL IRISH CONSTABULARY.

RETURN showing the number of Head Constables promoted to the Rank of District Inspector each Year from 1904 to 1913 (both inclusive).

Year.	Number promoted from the Seniority List.	Number promoted from Competitive Examination List.	Total.
1904 ..	1	1	2
1905 ..	2	2	4
1906 ..	2	2	4
1907 ..	1	1	2
1908 ..	4	4	8
1909 ..	2	2	4
1910 ..	4	3	7
1911 ..	2	3	5
1912 ..	2	2	4
1913 ..	3	2	5
Total ..	23	22	45

APPENDIX XXX.

ROYAL IRISH CONSTABULARY.

CLAIMS OF OFFICERS OF THE ROYAL IRISH CONSTABULARY FOR INCREASED PAY AND FOR PENSIONS FOR THEIR WIDOWS AND CHILDREN.

We, the elected representatives of the County and District Inspectors of the Royal Irish Constabulary, desire to approach Government with a view to making representations on the subject of our pay. These representations are the result of a widespread feeling amongst the Officers of the Force that the question of meeting the increased and steadily increasing burden of expenditure is one of pressing importance, and we earnestly hope, therefore, that Government will recognize the justice of our claim for an addition to our pay based on the following grounds:—

1. The existing rates of pay have remained unaltered since 1882, from which time there has been a general and substantial increase in wages and salaries. See Schedule A.

II. Our pay compares unfavourably with that of Chief Constables of Counties and Boroughs in England at present. See Schedule B. The pay of English Police Officers has been materially increased in recent years.

III. Our pay compares unfavourably also with that of Infantry Officers in the Army, whose pay has likewise been recently increased. See Schedule C. We wish to draw special attention to the two footnotes on this schedule.

IV. The cost of living has admittedly increased considerably within the past twenty years. The figures referred to in Schedule D in support of this statement are taken from the "Report of an Inquiry by the Board of Trade into Working Class Rents and Retail Prices, &c., in the United Kingdom in 1912." Within the same period the general standard of living throughout Ireland has been notably raised.

V. The cost of education has become a very important question with a large number of Officers, and particularly affects the Officers promoted from the ranks.

Having regard to all these facts we consider that not only are we justified in asking for an increase of 20 per cent. in the present rates of pay but that such increase is absolutely necessary, as we know that it is now extremely difficult for Officers to live on their pay in a state of independence and free from debt.

We draw attention to the case of the Commissioner of Police in Belfast, whose name appears in Schedule A and in Schedule B, Table III, and we attach applications from the Veterinary Surgeon, Barrack Master and Riding Master.

With reference to widows and children, we think that it is a great hardship that provision is not made for them. Such provision is made for the families of men in the ranks but it is forfeited by Officers on their promotion from the ranks. The widows and children of Officers in the Army receive pensions and compassionate allowances respectively. See Schedule E. We ask, therefore, that a suitable pension be granted to the widows and children of our Officers who die whilst serving in the Force or within a year after retirement. A strong representation on this subject was put forward on our behalf in 1908. We attach a copy of this representation, with the terms of which we are in full accord, and we refer to the following file 24602 D. No. 27369, 22nd December, 1908. 34819 Gov.

Signed, R. G. C. FLOWER, C.I.
J. E. L. HOLMES, C.I.
IVON H. PRICE, I.D.I.
C. H. O'HARA, I.D.I.
HARRY B. MOLONY, I.D.I.
W. BLAYNEY, 2. D.I.
T. MOORE, 2. D.I.
J. FOSTER, 2. D.I.

DUBLIN, 8th January, 1914.

Case of Barrack Master as regards Pension conditions.

ROYAL IRISH CONSTABULARY DEPOT, PHENIX PARK,
DUBLIN, 6th January, 1914.

In connection with the Memorial for improved conditions of Service now being submitted by the Officers to the Inspector-General for consideration by the Government, I desire to draw special attention to the fact, that whereas all the Assistant Inspector-Generals, County and District Inspectors of the Royal Irish Constabulary, are dealt with, as regards scale of pensions, &c. under provisions of Act of 1882, 45 & 46 Vic., Cap. 63, which grants a maximum pension of forty-sixtieths ($\frac{40}{60}$), the Barrack Master, ranking as a County Inspector, still remains, as regards pension, under Act of 1874, 37 & 38 Vic., Cap. 80, which grants a maximum Pension of only Thirty-fiftieths. All Officers who joined after August, 1866, were pensioned under this Act up to 1882, when by 45 & 46 Vic. County and District Inspectors were granted a scale of forty-sixtieths. In 1908-9, by 8 Edward VII, Cap. 60, the Assistant Inspector-Generals were placed on same scale, but very unfortunately, though doubtless through an oversight, the case of the Barrack Master was overlooked. I joined the Royal Irish Constabulary as a Cadet in 1879, and up to time of my appointment as Barrack Master, I was, as a District Inspector, entitled under Act of 1882 to a maximum pension of forty-sixtieths; but, on my appointment as Barrack Master, reverted to the much inferior scale given by Act of 1874, thereby reducing my maximum pension by £33 per annum. This, I submit, is a genuine grievance, which in equity should be rectified.

Signed, O'N. F. KELLY,
Barrack Master.

R. G. C. FLOWER, Esq., C.I.

Increase of pay.

ROYAL IRISH CONSTABULARY DEPOT, PHENIX PARK,
DUBLIN, January 7th, 1914.

In connection with the Memorial that is being presented by the Officers of the R.I.C., I beg to bring forward my case as Veterinary Surgeon to the Force. I was appointed in 1886 at the salary of £200 per annum. This salary was fixed so far back as 1869. My grounds for asking for an increase of salary is the great increase in the cost of living.

Signed, JAMES V. DALY, M.R.C.V.S.

R. G. C. FLOWER, Esq., C.I., R.I.C.

Application for Increase of pay.

ROYAL IRISH CONSTABULARY DEPOT, PHENIX PARK,
DUBLIN, 7th January, 1914.

In connection with the Memorial that is being presented by the Officers of the R.I.C., I beg to bring forward my case as Riding Master, and ask for an increase of salary on the grounds of the admittedly great increase in the cost of living.

Signed, R. E. ODLUM (Major), I.D.I.

R. G. C. FLOWER, Esq., C.I., R.I.C.

APPENDIX XXX—*continued.*

SCHEDULE A.

RATES OF OFFICERS' PAY.

RANK.	From 1st July, 1882	From 1st December, 1872	From 1st April, 1866
	£	£	£
Third Class District Inspector ..	125	125	125
Third Class District Inspector G.S.P. ..	137	137	137
Second Class D.I. under 5 years in rank	165	165	150
Second Class D.I. under 5 years in rank with G.S.P.	177	177	162
Second Class D.I. over 5 years in Rank	180	—	—
Second Class D.I. over 5 years in Rank with G.S.P.	192	—	—
First Class D.I. under 3 years in Rank	225	225	200
First Class D.I. 3 years to 6 years ..	250	—	—
First Class D.I. 6 years to 12 years ..	275	—	—
First Class D.I. 12 years and over ..	300	—	—
First Class D.I., 12 years, with G.S.P.	330	255	230
C.I., First year in rank	350	300	270
C.I., Second year in rank	370	—	—
C.I., Third year in rank	390	—	—
C.I., Fourth year in rank	410	350	300
C.I., Fifth year in rank	430	—	—
C.I., Sixth year in rank, and over ..	450	—	—
County Inspector, with G.S.P. ..	500	400	350
Town Commissioner of Belfast ..	600	—	—

SCHEDULE B.

TABLE I.

RETURN showing the Salaries of County Inspectors as compared with English County Chief Constables.

English County.	Area.	Force.	Salary.	Irish County.	Area.	Force.	Salary.
	Acres.		£		Acres.		£
Durham ..	638,555	750	1,000	Roscommon ..	629,633	335	390
Nottingham ..	527,257	258	600	Down ..	607,534	269	390
Northumberland ..	1,272,295	246	600	Kerry ..	1,161,752	481	500
Berkshire ..	453,774	235	640	Wicklow ..	499,822	173	450
Hertfordshire ..	367,435	277	600	Westmeath ..	434,665	230	370
Kent ..	908,290	539	600	Mayo ..	1,333,340	480	450

TABLE II.

RETURN showing Salaries of District Inspectors R.I.C. as compared with those of English Borough Chief Constables.

English Borough.	Force.	Salary.	Population	Irish District	Force.	Salary.	Population
		£				£	
Clitheroe ..	13	240	12,500	Kilkenny ..	40	275	10,609
Tunbridge ..	59	420	35,703	Londonderry ..	130	250	39,892
Accrington ..	47	350	45,031	Limerick ..	130	250	38,151
Blackpool ..	102	500	58,376	Cork, N. ..	96	192	50,000
Luton ..	47	330	50,000	Waterford ..	62	225	29,000
Louth (Lines.) ..	10	180	9,883	Sligo ..	52	250	10,870

Note.—Irish population is only that of the District Head Quarters, and does not include the rural portion of the Districts.

APPENDIX XXX.—*continued.*SCHEDULE B.—*continued.*

TABLE III.

RETURN showing the Salaries of the Chief Constables of large Boroughs in England as compared with that of the Town Commissioner of Belfast.

Borough.	Population.	Force.	Salary.	
			£	
Liverpool	746,566	1,583	1,500	The population of Belfast is 387,000. The Force is 1,413. The Salary is £600.
Birmingham	525,960	975	1,100	
Manchester	714,427	1,294	1,250	
Newcastle-on-Tyne	266,671	385	800	
Bristol	357,059	567	650	
Leeds	445,568	654	900	

For the command of an average Force of 909 men in an English Borough the Chief Constable gets an average Salary of £1,033 3s. 4d.

SCHEDULE C.

RETURN showing Rates of Pay of Officers in the Army (Infantry) as compared with those of Officers in the Royal Irish Constabulary.

Army Officers.				R.I.C. Officers.			
	£	s.	d.		£	s.	d.
2nd Lieutenant	95	16	3	Cadet	72	0	0
1st Do.	118	12	6	3rd Class District Inspector	125	0	0
1st Do. after 6 years' service in rank	164	5	0	2nd Do. Do. Do. Do.	165	0	0
Captain	211	7	11	Do. Do. Do. Do. 5 years in rank	180	0	0
Do. after 3 years in rank	266	2	11	1st Class District Inspector	225	0	0
Major	292	0	0	Do. Do. Do. Do. after 3 years in rank	250	0	0
Do. over 24 years' total service	328	10	0	6 years in rank	275	0	0
Colonel	419	15	0	12 years in rank	300	0	0
Do. with Command Pay	511	0	0	County Inspectors £350 by yearly increments of £20 to £450.			

Note.—An Officer promoted from the Ranks in the Army is given a sum of £150 to defray cost of uniform, &c., and he also is given £50 p.a. for the first 3 years. A man promoted in the R.I.C. gets nothing.

Note.—A District Inspector takes on an average 13 years to reach the 1st Class, and 23 years to reach County Inspector's rank; therefore no Officer promoted from the ranks can attain to the maximum rate of the 1st Class for pension calculation.

APPENDIX XXX.—*continued.*

SCHEDULE D.

References to Report of Board of Trade Inquiry into Working Class Rents and Retail Prices, 1912, and to replies to Parliamentary Questions on the same subject.

(The principal references are covered by Appendices XXII & XXIII, *q.v.*)

SCHEDULE E.

References in support of Pensions for Widows and Orphans of R.I.C. Officers.

Royal Warrant for the Pay, Appointment, Promotion, &c., of the Army, 1913.

Page 147—Section XI., par. 654 sq.

R.I.C. LEGISLATION, 1908. OFFICERS' CLAIMS.

On behalf of the Officers of the Royal Irish Constabulary we beg to submit the attached application for consideration of Government, relative to the proposed legislation affecting the pay of the R.I.C.

We wish to point out the hardships we live under owing to want of any pension scheme for the widows and children of Officers who die in active service.

The number of such cases are comparatively few, but in most of them the hardship has been very great: sometimes the widows and families being left totally unprovided for, necessitating often the opening of a private subscription on their behalf by their brother officers.

It is admitted that pension is deferred pay, and it appears unfair that on the death of an officer who has served 20 or 30 years that all such deferred pay should thereby be lost. This appears in an even more marked degree in the case of Head Constables on their appointment to the rank of District Inspector. Their families forfeit all claim to pensions which they would otherwise have got, and insurance is much more costly at the age they generally obtain promotion.

We feel that an equitable scheme could be drawn up which would not involve much expense, and would be an inestimable boon to the Officers.

The wives and families of Military Officers are entitled to pension under similar circumstances, and there appears no reason why R.I.C. Officers should be denied the same consideration. We maintain that we are not in the same position as Civil Servants, but are in all respects on the same footing as the rank and file of the R.I.C. who enjoy this privilege.

During the last 15 years 8 County and 10 District Inspectors have died while serving, leaving widows. This shows a very small percentage, and if the pensions were based on a proportionate scale, as in the case of Army Officers, the total expenditure would be comparatively trifling.

The Army Scale is :—

For Colonel	£90 for widow, and £16 for children.
„ Major	£70 „ „ „ £14 „ „
„ Captain	£50 „ „ „ £12 „ „
„ Lieutenant	£40 „ „ „ £10 „ „

Should the Government see their way to favourably consider this application, it would confer an inestimable boon on the Officers, and remove what they have long considered a grave hardship and source of anxiety.

Signed on behalf of the Officers.

APPENDIX XXXI.

ROYAL IRISH CONSTABULARY.

RATES OF PAY OF HEAD-QUARTER AND OTHER OFFICERS.

RANK, &c.	ANNUAL PAY.	ACT.
(a) The Inspector-General, the Deputy Inspector-General, the three Assistant Inspectors-General (one being styled Commandant of the Depot), and the Barrack Master.	Such Annual Salaries respectively as the Commissioners of His Majesty's Treasury may approve. (See Note (1)).	37 & 38 Vic., Cap. 80, Sec. 2.
(b) Surgeon of the Force	£400. (See note (2)).	37 & 38 Vic., Cap. 80, Sec. 2.
(c) Veterinary Surgeon	£200. (See note (3)).	33 & 34 Vic., Cap. 83, Sec. 13.
(d) Police Instructor and Depot School-master, with rank of District Inspector	Such Pay as the Commissioners of His Majesty's Treasury may determine. (4s. per diem with usual Pay and allowances of a District-Inspector).	46 & 47 Vic., Cap. 14.,
(e) Town Inspector, Belfast	£600	37 & 38 Vic., Cap. 80, Sec. 2.
(f) County Inspectors	£350 by £20 yearly to £450	45 & 46 Vic., Cap. 63, Sec. 2.
Good Service Pay to each of 5 County Inspectors.	£50	29 & 30 Vic., Cap. 103, Sec. 2.
(g) District Inspectors, First Class	<div> <div>£225 during first three years</div> <div>£250 during subsequent three years</div> <div>£275 during subsequent six years</div> <div>£300 during remainder service in Class</div> </div>	45 & 46 Vic., Cap. 63
Good Service Pay to each of Six District Inspectors, First Class	£30	29 & 30 Vic., Cap. 103, Sec. 2.
(h) District Inspectors, Second Class ..	£165, and after 5 years £180. ..	45 & 46 Vic., Cap. 63.
(i) District Inspectors, 3rd Class ..	£125	29 & 30 Vic., Cap. 103, Sec. 2.
Good Service Pay to each of 23 District Inspectors of the Second or the Third Class.	£12	

NOTE. (1)—Inspector-General, £1,500 to £1,800; Deputy Inspector-General, £1,000 to £1,200; two Assistant Inspectors-General, £700 to £800; 1 Assistant Inspector-General and Commandant of the Depot, £600, plus quarters, allowances for fuel and light, forage allowance, £50, Servant's allowance, £45; Barrack Master, £400, plus lodging and Servant's allowances.

NOTE. (2)—In addition to quarters, with allowance for fuel, also usual allowance for servant, £45.

NOTE. (3)—In addition to lodging allowance, £50, and Servant's allowance, £45.

ALLOWANCES OF OFFICERS.

	Lodging Allowance.	Servant's Allowance.	Forage Allowance.	Office Allowance.	Stationery Allowance.
	per annum				
	£	£	£	£ s. d.	£
Town Inspector	80	45	50	18 5 0	10
County Inspectors	50	45	50	18 5 0	10
District Inspectors :—					
First Class	40	45	50	Nil, except	3
Second Class	35*	45	50	when Office	3
Third Class	30	45	50	is out of	3
				Barrack,	
				then £10.	
(If accommodated in Barrack) ..	£7 3s. for Fuel and Light instead of usual lodging allowance.				

*£50 in Belfast.

NOTE.—The Lodging and Servant's Allowances are counted with an Officer's Pay in computing his pension—37 & 38 Vic., Cap. 80, Sec. 3, and 45 & 46 Vic., Cap. 63, Sec. 3.

The Lodging Allowances of District Inspectors were revised and improved under Treasury Sanction in 1903, the maximum for 1st Class District Inspectors alone remaining unchanged.

Subsistence Allowances :—

County Inspectors, the Town Inspector and the Surgeon of the Force. 20s. for a night's absence; any duty. 6s. 8d. for absence of 10 hours and upwards; Inspection duty excepted.

District Inspectors of all grades. 15s. for a night's absence; any duty. 5s. for absence of 10 hours and upwards, except for certain duties.

APPENDIX XXXII.

DUBLIN METROPOLITAN POLICE.

SUMMARY OF DEMANDS IN THE MEMORIALS PRESENTED BY THE UNIFORM BRANCH.

(a) SUPERINTENDENTS.

- (1) That Scale of Pay be fixed at £280 by Annual increments of £14 to £350.
- (2) That Clothing Allowance be increased from £10 to £15 per annum.
- (3) That each Superintendent not occupying an Official residence be granted a Lodging Allowance of £20 per annum.
- (4) That the system of calculating Pension on the average Annual Pay during the preceding three years be abolished or materially altered.

(b) INSPECTORS.

- (1) That Scale of Pay be fixed at £140 by Annual increments of £8 to £180, with Allowances as at present.
- (2) That the system of calculating Pension on average Annual Pay of the three years preceding retirement should not apply, except where there has been a change of rank within that time.

(c) STATION SERGEANTS, SERGEANTS, AND CONSTABLES.

- (1) PAY.—That the rates of Pay shall be as follows :—
Station Sergeants.—50s. per week.
Sergeants.—40s. per week on appointment, rising by Annual increments of 1s. per week to 45s.
Constables.—27s. per week on appointment, rising by Annual increments of 1s. per week to 37s ; and that these rates be made retrospective as from 1st January, 1914. Allowances to remain as at present except that an additional sum of 10d. per week be paid to men of the Troop for boots, gloves, &c.
- (2) *Pension.*—That the Pension scale be revised so that a man may retire on completion of twenty-five years' service on an Annual sum equal to thirty-fiftieths of his Annual Pay, with the addition of two-fiftieths of his annual pay for each completed year of service above twenty-five, so however that the maximum pension does not exceed two-thirds of his pay ; and that the Pension be calculated on actual pay at time of retirement and not on the average Pay for preceding three years, unless a change of rank takes place during those three years ; and that the suggested changes apply to all men now serving.

(d) DIVISIONAL AND ASSISTANT CLERKS.

- (1) That extra remuneration be paid at rate of 5s. per week to Sergeants, and 3s. per week to Constables, with special facilities for advancement.
- (2) That a Sergeant from the Clerk's List be appointed in charge of the Telegraph Office.

APPENDIX XXXIII.

DUBLIN METROPOLITAN POLICE.

SUMMARY OF DEMANDS IN THE MEMORIALS PRESENTED BY THE DETECTIVE DIVISION.

(a) SUPERINTENDENTS.

- (1) That Scale of Pay be fixed at £325 by Annual increments of £15 to £400.
- (2) That the system of calculating Pension on the average Annual Pay during the preceding three years be abolished or materially modified.

(b) CHIEF INSPECTOR AND INSPECTORS.

- (1) PAY.—That the Pay may be increased to the following scale :—
Chief Inspector.—£200 on appointment, rising by £10 annually to £240.
Inspectors.—£150 on appointment, rising by £10 annually to £200.
 Allowances to remain as at present except that the Carriage Inspector be granted £15 annually instead of £10 for clothing, &c.
- (2) *PENSION.*—That the Pension be calculated on the actual Pay at time of retirement and not on the average for the preceding three years.

(c) SERGEANTS, DETECTIVE OFFICERS AND CONSTABLES.

- (1) PAY.—That the rates of Pay shall be as follows :—
Sergeants.—40s. per week on appointment, rising by 2s. per week annually to 48s.
Detective Officers.—38s. per week.
Constables.—27s. per week on appointment to the Force, rising by 1s. per week annually to 37s.
- (2) *PENSION.*—(a) that the pension scale be revised so that two-fiftieths of the annual Pay shall be added after 25 years' service, so however that the pension shall not exceed two-thirds of the annual pay ; (b) that the pension be calculated on the actual pay at date of retirement and not on the average annual pay for the previous three years, unless a change of rank has taken place during that period ; and, (c) that the allowances, except that in aid of rent, be taken into account as pay for the purpose of calculating pension.
- (3) *PROMOTION.* (a)—That the strength of the G. Division be increased from 44 to 48, by the addition of two Inspectors and two Sergeants ; (b) that the number of Detective Officers be increased from 13 to 18 so as to include the five men on Pawn Office duty ; and (c) that the number of Constables be reduced from 10 to 5 (those on carriage duty).
- (4) That the Sergeant in the Carriage Office get Clothing Allowance of 7s. weekly instead of 4s., and Constables employed on carriage duty 5s. instead of 4s.

(1.) TABLE showing the Rates of Pay and Allowances of DUBLIN METROPOLITAN

RANK.	1838*	1839	1840	1841-2	1843 to 1848.	1849 to 1853.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Chief Superintendent	—	—	200 0 0	200 0 0	200 0 0	200 0 0
Superintendent ...	150 0 0	150 0 0	150 0 0	150 0 0	150 0 0	£150-5-£175
Inspector, 1st Class ...	75 0 0	75 0 0	85 0 0	95 0 0	95 0 0	95 0 0
„ 2nd Class ...	—	—	75 0 0	85 0 0	90 0 0	90 0 0
„ 3rd Class ...	—	—	—	75 0 0	85 0 0	85 0 0
	Weekly.	Weekly.	Weekly.	Weekly.	Weekly.	Weekly.
Acting Inspector ...	—	—	—	—	—	—
Sergeant ...	0 17 6	1 0 0	1 1 0	1 1 0	1 1 0	1 1 0
Acting-Sergeant ...	—	—	—	—	—	—
Constable, 1st Class ...	0 14 0	0 15 9	0 16 9	0 16 9	0 16 9	0 16 9
„ 2nd Class ...	—	0 14 0	0 15 0	0 15 0	0 15 0	0 15 0
„ 3rd Class ...	—	0 10 6	0 11 6	0 11 6	0 11 6	0 11 6
Supernumerary ...	0 7 0	0 7 0	0 7 0	0 7 0	0 7 0	0 7 0

DETECTIVE

Superintendent ...	—	—	—	—	(b)130 0 0	175 0 0
Inspector ...	—	—	—	—	—	—
					Weekly.	Weekly.
Acting-Inspector ...	—	—	—	—	—	—
Sergeant ...	—	—	—	—	—	—
Acting-Sergeant ...	—	—	—	—	—	—
Constable ...	—	—	—	—	1 1 0	1 1 0

*The Force was established by the Act 6 & 7 Wm. IV., c. 29,
(a) Increased to 10s. per week in 1859. (b) Increased to

ALLOWANCES.

1838. Superintendents—£25 per annum for rent of an office and stable if not provided with quarters. 2s. per day for the keep of a horse, and 10s. per week for a groom. Sergeants and Constables—6d. per week for fuel for entire year to married men not provided with quarters; and to single men not provided with quarters 6d. a week from 1st October to 31st March, and 3d. a week from 1st April to 30th September.
1839. Sergeants and Constables—2s. 1d. per month in lieu of boots.
1847. Superintendents—Additional £5 per annum in lieu of horses.
1850. Superintendents—Additional 1s. a day each to Superintendents of D. and E. Divisions for car hire, one horse having been found insufficient for the discharge of the duties from the extent of the divisions.
1859. Detective Division—12 men £6 per annum, and 18 men £3 per annum, for plain clothes.
1872. Superintendents—£45 per annum horse allowance; £45 per annum for a servant; £30 per annum for office and stable when unprovided with quarters. Inspectors—£20 per annum for lodgings, and £8 per annum for uniform. Acting-Inspectors, Sergeants, and Constables—£1 14s. 8d. per annum for boots and refitting uniform. Detective Officers—£6 16s. 3d. per annum for plain clothes. Mounted Inspector—£12 per annum for uniform. Mounted Men—£3 0s. 8d. per annum for boots, spurs, gloves, and refitting uniform.

XXXIV.

POLICE.

POLICE FORCE from the year 1838 to the present time (1914).

1854	1855 to 1866.	1867 to 1872.	1872 to 1883.	From 1883 to present time (1914).		
£ s. d.	£ s. d.	£ s. d.	£ s. d.			£ £ £
250 0 0	286 10 0	286 10 0	330 0 0	Chief Superintendent ...	...	400-15-500
£150-£175	206 5 8	210 0 0	250 0 0	Superintendent ...	...	250-10-320
	181 5 8	180 0 0	220 0 0			
95 0 0	121 1 5	123 0 0	160 0 0	Inspector ...	...	120-6-160
90 0 0	113 9 3	115 0 0	150 0 0			
85 0 0	105 17 1	107 0 0	137 0 0			
Weekly.	Weekly.	Weekly.	Weekly.	Weekly.		£ s. d.
—	1 6 0	1 6 0	1 16 0	Station Sergeant ...	...	2 0 0
1 1 0	1 5 8	1 5 0	1 14 6	Sergeant—		
	1 5 0			5 years and over ...	...	1 18 0
—	0 19 6	1 0 0	1 12 6	2 to 5 years ...	...	1 16 0
	0 19 3			Under 2 years ...	...	1 14 0
0 16 9	0 18 9	0 19 0	1 9 0	Constable—		
	0 18 6			15 years and over ...	...	1 10 0
0 15 0	0 16 9	0 17 6	1 7 6	8 to 15 years ...	...	1 9 0
	0 16 9			3 to 8 years ...	...	1 7 0
0 11 6	0 15 0	0 16 9	1 6 0	1 to 3 years ...	...	1 5 0
	0 15 0			Under 1 year ...	...	1 3 0
0 7 0	0 11 6	0 15 6	1 3 0	Supernumerary ...	...	0 15 6
	(a) 0 10 0					
0 7 0	0 10 0	0 10 0	0 15 6			

DIVISION (c.)

1854	1855 to 1866.	1867 to 1872.	1872 to 1883.	From 1883 to present time (1914).		
£ s. d.	£ s. d.	£ s. d.	£ s. d.			£ £ £
175 0 0	206 5 8	210 0 0	250 0 0	Superintendent ...	...	300-10-400
—	—	153 0 0	180 0 0	Chief Inspector ...	...	160 -8-200
				Inspector ...	...	120 -6-160
Weekly.	Weekly.	Weekly.	Weekly.	Weekly.		£ s. d.
—	1 8 5	1 8 6	1 19 0	Sergeant—		
—	1 6 1	1 7 6	1 18 0	8 years and over ...	...	2 0 0
	—	1 5 0	1 14 6	5 to 8 years ...	...	1 18 0
—	1 1 10	1 2 0	1 13 6	2 to 5 years ...	...	1 16 0
	1 1 10			Under 2 years ...	...	1 14 0
1 1 0	1 1 1	1 0 0	1 10 0	Detective Officers ...	...	1 10 0
	0 16 2			Constable—		
		0 18 0	1 8 6	15 years and over ...	...	1 10 0
				8 to 15 years ...	...	1 9 0
				3 to 8 years ...	...	1 7 0
				1 to 3 years ...	...	1 5 0
				Less than 1 year ...	...	1 3 0

in the year 1836, and entered on its duties in January, 1838.

£150 in 1845.

(c) The Detective Division was formed in 1843.

ALLOWANCES.

1883. Chief Superintendent—Free house ; £45 per annum for a groom ; and £5 per annum for wear and tear of horse. Superintendents and Inspectors—£10 per annum for uniform and actual cost of locomotion, as may be approved of by the Commissioner. All ranks under an Inspector—£1 14s. 8d per annum for boots and refitting uniform.

Detective Division—Superintendent and Inspectors—£10 per annum for plain clothes. Sergeants and Detective Officers—£18 4s. per annum for plain clothes. Constables—£7 16s. per annum for plain clothes.

1914. Two Superintendents—Free house. All Superintendents and Inspectors, £10 per annum for uniform, and actual cost of locomotion. Inspectors, £10 per annum lodging allowance. Sergeants and Constables, £1 14s. 8d. per annum for boots, and refitting of uniform. Rent allowance of £5 4s. per annum to married Sergeants and Constables with 7 years' service and upwards. Mounted Inspector has free house with fuel and light. Mounted men, £3 0s. 8d. per annum for boots, spurs, &c. Inspector at Depot—Free quarters, but does not get lodging allowance. Detective Division—Superintendent, Free house. Superintendent and Inspectors, £15 per annum for clothing (1 Inspector only £10 per annum). Inspectors, £10 per annum lodging allowance. Sergeants, Detective Officers, and Constables—£18 4s. 0d. for plain clothes (1 Sergt. and 4 Constables only £10 8s. 0d per annum for plain clothes).

APPENDIX XXXIV—*continued.*

DUBLIN METROPOLITAN POLICE.

(2) SPECIAL ALLOWANCES AND DEDUCTIONS.

Subsistence allowance to men on special duty in Ireland outside D.M.P. District.

I. For first seven days :—

					s.	d.	
Inspectors and Sergeants	...	...	...	...	10	0	per night.
Constables	...	...	...	...	7	6	„

II. For any further period of absence :—

					s.	d.	
Inspectors and Sergeants	...	...	...	...	5	6	per night.
Constables	...	...	...	...	4	6	„

III. For an absence of 12 consecutive hours or upwards :—

					s.	d.	
Inspectors and Sergeants of "G" Division	...	...	...	...	4	0	per night.
Sergeants and Constables	...	...	...	...	3	6	„

IV. For an absence of 8 consecutive hours, but less than 12 :—

					s.	d.	
Inspectors and Sergeants of "G" Division	...	...	...	...	2	6	per night.
Sergeants and Constables	...	...	...	...	2	0	„

Men sent temporarily to Great Britain on any duty are entitled to the following rates :—

					s.	d.	
Superintendents and Chief Inspectors	...	...	...	...	15	0	per night.
Inspectors and Sergeants of "G" Division	...	...	...	...	10	0	„
Sergeants and Constables	...	...	...	...	7	6	„

Single men residing in Police Barracks, &c., have 1s. 2d. per week deducted from their pay for accommodation, fuel, and light. The coal allowance varies from 30 to 60 lbs. of coal per man per week according to the number of men in the barracks, and the season of the year.

Medical attendance and medicines are given free to the men.

If necessary, men are sent to hospital, but in such cases married men pay 1s. 6d. per day, and single men 2s. per day to the hospital funds.

When men are injured, &c., otherwise than on duty, a deduction of 1s. per day may be made from their pay.

APPENDIX XXXV.

DUBLIN METROPOLITAN POLICE.

RETURN CLASSIFYING THE RENTS PAID BY MARRIED MEN (EXCLUSIVE OF THOSE WHO KEEP LODGERS).

RANK.	Division.	Men whose Rent is				Total.
		£15 and under per annum.	Over £15 to £20 per annum.	Over £20 to £30 per annum.	Over £30 per annum.	
Station Sergeants ...	"A" ...	—	—	2	—	2
	"B" ...	—	—	—	—	—
	"C" ...	—	—	5	—	5
	"D" ...	—	—	4	1	5
	"E" ...	—	—	4	—	4
	"F" ...	—	—	—	—	—
	"G" ...	—	—	—	—	—
Total ...		—	—	15	1	16
Sergeants ...	"A" ...	—	1	10	3	14
	"B" ...	—	2	5	—	7
	"C" ...	—	2	7	—	9
	"D" ...	—	—	12	4	16
	"E" ...	—	1	9	1	11
	"F" ...	—	2	5	1	8
	"G" ...	—	—	7	2	9
Total ...		—	8	55	11	74
Constables ...	"A" ...	4	10	20	—	34
	"B" ...	1	11	13	3	28
	"C" ...	2	15	19	3	39
	"D" ...	5	18	12	2	37
	"E" ...	3	7	11	—	21
	"F" ...	3	10	4	—	17
Constables and Detective Officers.	"G" ...	—	—	5	3	8
Total ...		18	71	84	11	184

AVERAGE AMOUNT OF RENT PAID BY MARRIED MEN (EXCLUSIVE OF THOSE WHO KEEP LODGERS).

DIVISION.	Station Sergeants.	Sergeants.	Constables.
	£ s. d.	£ s. d.	£ s. d.
"A" ...	26 0 0	26 12 2	20 14 0
"B" ...	—	25 2 2	22 15 3
"C" ...	26 0 0	22 1 9	21 8 10
"D" ...	27 4 0	26 13 9	19 17 5
"E" ...	26 10 0	24 18 2	20 10 6
"F" ...	—	23 14 0	17 8 5
"G" ...	—	27 11 0	28 5 0
Average per man of whole Force.	26 10 0	25 9 8	21 0 2

APPENDIX XXXVI.

DUBLIN METROPOLITAN POLICE.

LENGTH OF SERVICE OF OFFICERS AND CONSTABLES SERVING IN THE FORCE ON 31ST DECEMBER, 1913.

Period of Service of each Rank.	Superinten- dents.	Inspectors.	Station Sergeants.	Sergeants.	Constables.	Total.
Under 1 year ...					68	68
1 and under 2 years					33	33
2 " 3 " ...					69	69
3 " 4 " ...					33	33
4 " 5 " ...					49	49
5 " 6 " ...					52	52
6 " 7 " ...					52	52
7 " 8 " ...					35	35
8 " 9 " ...					64	64
9 " 10 " ...					32	32
10 " 11 " ...					49	49
11 " 12 " ...					45	45
12 " 13 " ...					54	54
13 " 14 " ...				3	58	61
14 " 15 " ...				5	11	16
15 " 16 " ...				20	37	57
16 " 17 " ...				13	22	35
17 " 18 " ...				9	18	27
18 " 19 " ...			4	12	23	39
19 " 20 " ...			2	8	16	26
20 " 21 " ...			4	12	19	35
21 " 22 " ...			3	11	17	31
22 " 23 " ...		2	5	12	16	35
23 " 24 " ...		1	5	9	15	30
24 " 25 " ...		4	5	13	18	40
25 " 26 " ...		2	2	7	6	17
26 " 27 " ...		2	—	2	7	11
27 " 28 " ...	1	2	4	4	9	20
28 " 29 " ...	—	4	1	1	4	10
29 " 30 " ...	—	3	3	—	3	9
30 and upwards ...	6	5	3	4	21	39
Total ...	7	25	41	145	955	1,173
Over Strength ...	—	—	—	—	—	—
Wanting to Complete	—	—	—	1	13	14
*Establishment Strength	7	25	41	146	968	1,187

* The "Strength" given in similar Table in evidence of Committee of Enquiry, 1901, is "Authorised Strength," although incorrectly termed "Establishment Strength." The Establishment Strength is the true strength of the Force, and is therefore given in this Table. The "Authorised Strength" is 51 Constables in excess of "Establishment Strength."

SUMMARY OF LENGTH OF SERVICE.

Years.	Under 2 Years.	2 and under 5	5 and under 10	10 and under 15	15 and under 20	20 and upwards.	Average Service.	
							Years.	Months.
1912 ...	105	145	236	235	163	287	13	7
1913 ...	101	151	235	225	184	277	13	4

The Effective Strength on 31st December, 1913, was 1,173 of all ranks, and the number of Removals from the Force through all causes during the year, was 70.

APPENDIX XXXVII.

DUBLIN METROPOLITAN POLICE.

(a) RETURN SHOWING THE NUMBER OF MARRIED AND SINGLE OFFICERS AND MEN IN THE FORCE IN OCTOBER, 1882, MAY, 1901, AND DECEMBER, 1913.

Rank.	1882.		1901.		1913.	
	Married.	Single.	Married.	Single.	Married.	Single.
Superintendents ...	7	—	7	—	7	—
Inspectors ...	18	8	19	5	20	5
Acting Inspectors ...	31	18	—	—	—	—
Station Sergeants ...	—	—	29	5	28	13
Sergeants ...	44	27	101	42	100	45
Acting Sergeants ...	50	44	—	—	—	—
Constables ...	228	668	285	650	284	671
	378	765	441	702	439	734
	1,143		1,143		1,173	
Vacancies ...	3		55		14	
Establishment Strength	1,146		1,198		1,187	

(b) RETURN SHOWING THE NUMBER OF MARRIED STATION-SERGEANTS, SERGEANTS, AND CONSTABLES, OF LESS THAN 10 YEARS' SERVICE, OF 10 AND UNDER 15 YEARS' SERVICE, AND OF 15 YEARS' SERVICE AND UPWARDS, ON 31ST DECEMBER, 1913.

Division.	Station-Sergeants.			Sergeants.			Constables.			Total.
	Under 10 years.	10 years and under 15 years.	15 years and upwards.	Under 10 years.	10 years and under 15 years.	15 years and upwards.	Under 10 years.	10 years and under 15 years.	15 years and upwards.	
"A" ...	—	—	6	—	—	15	9	19	29	78
"B" ...	—	—	2	—	1	12	4	16	30	65
"C" ...	—	—	7	—	—	14	6	19	23	69
"D" ...	—	—	7	—	—	18	8	11	31	75
"E" ...	—	—	5	—	—	15	4	16	18	58
"F" ...	—	—	1	—	—	10	5	8	14	38
"G" ...	—	—	—	—	—	15	—	4	10	29
Total ...	—	—	28	—	1	99	36	93	155	412

SUMMARY OF FOREGOING RETURN.

Rank.	Under 10 years' service.	10 years and under 15 years' service.	15 years service and upwards.	Total.
Station-Sergeants ...	—	—	28	28
Sergeants ...	—	1	99	100
Constables ...	36	93	155	284
Total ...	36	94	282	412

APPENDIX XXXVIII.

DUBLIN METROPOLITAN POLICE.

RETURN SHOWING THE WASTAGE IN THE FORCE DURING THE YEARS 1883-1913, INCLUSIVE.

Year.	Dis- missed or com- pelled to retire.	Deaths.	Voluntary Resignations (without Pension or Gratuity)		Retirements.						Total.
					With Pension after 25 years' service and upwards.	On Medical Certificate.					
			Under 1 years' service.	Over 1 and under 25 years' service.		With Pension over 15 and under 25 years' service.	With Pension under 15 years' service.	With Gratuity under 15 years' service.	Without Gratuity under 1 years' service.	Without Gratuity over 1 years' service.	
1883	24	10	7	28	23	5	1	5	—	—	103
1884	24	11	8	20	22	2	—	14	2	1	104
1885	29	8	1	13	24	7	—	7	2	—	91
1886	12	10	6	18	21	6	—	6	2	7	88
1887	11	6	2	11	14	2	—	12	2	1	61
1888	30	8	2	13	14	2	—	8	—	1	78
1889	19	5	4	11	28	3	—	17	1	2	90
1890	17	10	5	14	18	5	—	14	—	4	87
1891	20	11	4	7	22	2	—	9	1	—	76
1892	13	13	2	8	20	5	—	7	—	—	68
1893	6	11	4	4	25	2	1	16	—	—	69
1894	6	12	1	4	32	2	—	8	—	—	65
1895	15	10	4	6	26	3	—	9	—	—	73
1896	14	11	—	4	28	2	—	5	—	—	64
1897	12	13	—	5	22	2	—	7	—	1	62
1898	10	9	4	11	21	7	—	15	—	—	77
1899	16	12	1	4	14	5	1	8	—	—	61
1900	17	13	4	16	20	5	1	16	1	—	93
1901	12	9	5	7	24	8	—	4	—	—	69
1902	21	7	3	11	21	3	—	11	—	—	77
1903	15	8	3	6	24	13	1	5	—	—	75
1904	13	10	3	2	14	7	1	6	—	—	56
1905	7	4	2	7	21	11	1	11	—	—	64
1906	13	8	2	6	19	5	—	6	—	—	59
1907	13	8	1	11	34	2	1	9	—	—	79
1908	4	5	1	8	34	2	—	4	—	—	58
1909	9	9	4	5	30	5	—	5	—	—	67
1910	6	6	5	9	21	4	2	3	—	—	56
1911	11	6	3	12	20	2	—	9	2	—	65
1912	18	2	1	12	26	2	—	3	—	—	64
1913	8	4	3	10	37	6	—	2	—	—	70
Total	445	269	95	303	719	137	10	261	13	17	2,269

APPENDIX XXXIX.

DUBLIN METROPOLITAN POLICE.

RETURN SHOWING SERVICE OF MEN WITH UNDER 25 YEARS' SERVICE WHO RESIGNED VOLUNTARILY, FOR
THE THIRTY-ONE YEARS, 1883-1913, INCLUSIVE.

Year.	Length of Service.					Total.
	Under 5 years.	5 years and under 10.	10 years and under 15.	15 years and under 20.	20 years and upwards.	
1883	30	4	1	—	—	35
1884	22	5	1	—	—	28
1885	10	4	—	—	—	14
1886	22	2	—	—	—	24
1887	10	3	—	—	—	13
1888	8	7	—	—	—	15
1889	13	1	1	—	—	15
1890	16	1	—	1	1	19
1891	10	3	1	—	—	14
1892	1	3	—	—	—	4
1893	5	2	—	—	—	7
1894	4	—	1	—	—	5
1895	5	—	—	1	—	6
1896	2	2	—	—	—	4
1897	4	1	—	—	—	5
1898	8	5	1	1	—	15
1899	3	2	—	—	—	5
1900	11	6	1	—	—	18
1901	8	3	—	1	—	12
1902	10	3	1	—	—	14
1903	7	2	—	—	—	9
1904	4	1	—	—	—	5
1905	6	3	—	—	—	9
1906	7	1	—	—	—	8
1907	8	4	—	—	—	12
1908	6	3	—	—	—	9
1909	5	3	—	1	—	9
1910	9	5	—	—	—	14
1911	8	5	1	1	—	15
1912	9	4	—	—	—	13
1913	13	—	—	—	—	13
Total	284	88	9	6	1	388

APPENDIX XL.

DUBLIN METROPOLITAN POLICE.

RETURN SHOWING THE NUMBER OF APPLICANTS, AND THE NUMBER OF CANDIDATES REGISTERED FOR THE DUBLIN METROPOLITAN POLICE FORCE FROM THE YEAR 1883 TO 1913, INCLUSIVE; THE NUMBER OF CANDIDATES ACCEPTED, THE NUMBER REJECTED AS MEDICALLY UNFIT, AND THE NUMBER OF CANDIDATES LAPSED OR WITHDRAWN.

Year.	Number of Applicants.	Number Registered.	Number Accepted.	Number Rejected as Medically Unfit.	Lapsed. or Withdrawn.
1883 ..	} There is no record available to show the Number of Applicants during this period.	{ 149 }	{ 62 }	{ 27 }	{ 60 }
1884 ..		{ 184 }	{ 79 }	{ 33 }	{ 72 }
1885 ..		{ 324 }	{ 90 }	{ 38 }	{ 196 }
1886 ..		{ 251 }	{ 84 }	{ 32 }	{ 135 }
1887 ..		{ 233 }	{ 61 }	{ 38 }	{ 134 }
1888 ..		{ 203 }	{ 76 }	{ 33 }	{ 94 }
1889 ..		{ 208 }	{ 78 }	{ 22 }	{ 108 }
1890 ..		{ 219 }	{ 89 }	{ 29 }	{ 101 }
1891 ..	365	{ 185 }	{ 77 }	{ 56 }	{ 52 }
1892 ..	364	{ 190 }	{ 68 }	{ 98 }	{ 24 }
1893 ..	453	{ 274 }	{ 62 }	{ 72 }	{ 140 }
1894 ..	462	{ 229 }	{ 79 }	{ 80 }	{ 70 }
1895 ..	409	{ 199 }	{ 58 }	{ 59 }	{ 82 }
1896 ..	365	{ 167 }	{ 48 }	{ 50 }	{ 69 }
1897 ..	441	{ 244 }	{ 60 }	{ 48 }	{ 136 }
1898 ..	534	{ 402 }	{ 88 }	{ 67 }	{ 247 }
1899 ..	375	{ 306 }	{ 81 }	{ 37 }	{ 188 }
1900 ..	295	{ 166 }	{ 53 }	{ 32 }	{ 81 }
1901 ..	327	{ 175 }	{ 86 }	{ 64 }	{ 25 }
1902 ..	327	{ 167 }	{ 64 }	{ 82 }	{ 21 }
1903 ..	484	{ 283 }	{ 123 }	{ 101 }	{ 59 }
1904 ..	483	{ 260 }	{ 73 }	{ 118 }	{ 69 }
1905 ..	456	{ 278 }	{ 88 }	{ 34 }	{ 156 }
1906 ..	281	{ 128 }	{ 43 }	{ 20 }	{ 65 }
1907 ..	218	{ 77 }	{ 39 }	{ 30 }	{ 8 }
1908 ..	220	{ 94 }	{ 62 }	{ 29 }	{ 3 }
1909 ..	260	{ 119 }	{ 82 }	{ 35 }	{ 2 }
1910 ..	305	{ 126 }	{ 85 }	{ 13 }	{ 28 }
1911 ..	279	{ 111 }	{ 60 }	{ 17 }	{ 34 }
1912 ..	200	{ 107 }	{ 70 }	{ 8 }	{ 29 }
1913 ..	245	{ *91 }	{ 49 }	{ 5 }	{ 5 }
Total ..	8,148	6,149	2,217	1,407	2,493

* 22 Candidates not yet called.

The Number on Register on 1st March, 1914, was 15 First Class and 15 Second Class Candidates.

APPENDIX XLI.

DUBLIN METROPOLITAN POLICE.

RETURN SHOWING AVERAGE AGE OF RECRUITS JOINING FORCE DURING 5 YEARS ENDED 31ST DECEMBER, 1913.

Year.				Number.	Average Age.
1909	...	...	...	72	22.5 years.
1910	...	...	...	53	22.3 "
1911	...	...	...	85	22.4 "
1912	...	...	...	33	21.9 "
1913	...	...	...	72	21.8 "
Total				315	22.2 "

APPENDIX XLII.

DUBLIN METROPOLITAN POLICE.

RETURN SHOWING LENGTH OF SERVICE OF MEN WHO RETIRED ON PENSION, DURING THE 5 YEARS ENDED 31ST DECEMBER, 1913.

Year.				Under 25 Years (on Medical Certificate).	25 Years' Service.	28 Years' Service.	29 Years' Service.	30 Years' Service and Upwards.	Total.
1909	...	...	...	5	23	—	1	6	35
1910	...	...	...	7	16	1	2	3	29
1911	...	...	...	1	9	6	1	3	20
1912	...	...	...	2	12	2	—	12	28
1913	...	...	...	6	13	3	6	15	43
Total				21	73	12	10	39	155

APPENDIX XLIII.

DUBLIN METROPOLITAN POLICE.

RETURN SHOWING NUMBER OF MEN ALLOCATED TO EACH DIVISION.

Division.	Barrack or Station.	Number of Men.			
		Married.	Single.		
" A "	Kevin Street Barracks ...	12	18	195	Troop.
	Chancery Lane Station ...	35	42		Reside at Kevin Street.
	Newmarket Station ...	21	28		do.
	Kilmainham Barrack and Station	13	15		—
	Harbour Barrack ...	2	9		Attached to Kilmainham.
	Total " A " Division ...	83	112		
" B "	College Street Station and Barrack	43	22	215	—
	Castle Barrack ...	1	88		Attached to College Street.
	Lad Lane Barrack and Station ...	23	36		—
	Clarendon Station ...	1	1		Resides at Castle.
	Total " B " Division ...	68	147		
" C "	Store Street Barrack and Station ...	41	42	223	—
	Fitzgibbon Street Barrack and Station	21	79		—
	Clontarf Barrack and Station ...	12	28		—
	Total " C " Division ...	74	149		
" D "	Green Street Barrack ...	3	30	220	Attached to Bridewell
	Manor Street Barrack ...	—	28		do.
	Bridewell Station ...	50	—		—
	Mountjoy Barrack and Station ...	20	27		—
	Parkgate Barrack and Station ...	3	6		—
	Chapelizod Barrack and Station ...	4	33		—
	Bessboro' Barrack and Station ...	1	15		—
	Total " D " Division ...	81	139		
" E "	Rathmines Barrack and Station ...	25	20	142	—
	Donnybrook Barrack and Station ...	17	21		—
	Irishtown Barrack and Station ...	19	17		—
	Terenure Barrack and Station ...	2	12		—
	Crumlin Barrack ...	1	8		Attached to Rathmines.
	Total " E " Division ...	64	78		
" F "	Kingstown Barrack and Station ...	21	39	141	—
	Dalkey Barrack and Station ...	9	16		—
	Blackrock Barrack and Station ...	6	19		—
	Boosterstown Barrack and Station ...	2	14		—
	Kill'o'Grange Barrack and Station	3	12		—
	Total " F " Division ...	41	100		
" G "	Exchange Court Barrack ...	34	10	44	—
	GROSS TOTAL ...	445	735	1,180	
	Vacancies ...	—	—	7	

APPENDIX XLIV.

DUBLIN METROPOLITAN POLICE.

PROMOTIONS MADE TO THE VARIOUS RANKS DURING THE LAST 10 YEARS, AND THE AVERAGE SERVICE AT WHICH SUCH PROMOTIONS OCCURRED.

Year.	Sergeant.	Average Service.	Station-Sergeant.	Average Service.	Inspector.	Average Service.	Superintendent.	Average Service.
1913 ...	24	15.3	10	19.3	7	25.3	2	29.3
1912 ...	14	14.5	12	21.5	7	24.9	2	31.0
1911 ...	6	15.3	5	22.2	2	23.5	1	34.3
1910 ...	9	13.3	4	23.3	1	31.7	—	—
1909 ...	18	14.4	7	21.4	4	22.3	1	33.8
1908 ...	17	14.6	2	22.0	2	23.0	—	—
1907 ...	17	15.2	8	20.9	3	24.3	—	—
1906 ...	17	14.3	4	22.3	3	21.0	2	29.3
1905 ...	19	15.6	6	17.5	2	26.0	1	31.7
1904 ...	6	14.8	4	17.3	1	19.3	—	—
Total ...	147	—	62	—	32	—	9	—
Average ...	14.7	14.7	6.2	20.8	3.2	24.1	0.9	31.5

DUBLIN METROPOLITAN POLICE.

RETURN SHOWING THE NUMBER OF MEN WHO JOINED THE D.M. POLICE FORCE IN EACH OF THE YEARS SHOWN HEREUNDER; THE NUMBER WHO LEFT THE SERVICE FROM THE CAUSES SHOWN, AND THE NUMBER STILL SERVING IN THEIR RESPECTIVE RANKS.

YEAR.	CONSTABLES.				SERGEANTS.				STATION-SERGEANTS.				INSPECTORS.				
	Number of men who were sworn in.	Still serving.	Pen-sioned or Dis-charged on Gratuity	Dis-mitted.	Re-signed.	Died.	Still serving.	Pen-sioned or Dis-charged on Gratuity	Dis-mitted.	Re-signed.	Died.	Still serving.	Pen-sioned or Dis-charged on Gratuity	Dis-mitted.	Re-signed.	Died.	Pro-moted.
1884 ...	83	2	20	17	15	9	-	4	1	-	1	3	7	-	-	-	-
1885 ...	87	4	23	22	18	8	1	4	-	-	-	4	1	-	-	-	-
1886 ...	86	9	21	12	14	6	3	8	-	-	2	2	2	-	-	-	1
1887 ...	52	6	11	9	10	6	2	2	-	-	1	2	2	-	-	-	-
1888 ...	61	6	15	5	14	2	6	5	-	-	-	2	4	-	-	-	-
Total	369	27	90	65	71	31	12	23	1	-	4	10	16	-	-	2	1

SUMMARY.

<i>Still Serving—</i> Constables ... Sergeants ... Station Sergeants ... Inspectors ... Superintendents ...	27	<i>Dismissed—</i> Constables ... Sergeants ... <i>Resigned—</i> Constables ... <i>Died—</i> Constables ... Sergeants ... Station Sergeants ...	65
	12		1
	10		-
	13		66
<i>Pensioned—</i> Constables ... Sergeants ... Station Sergeants ... Inspectors ...	1	63	71
	-		71
	90		31
	23		4
Total	16	132	2
	3		-
	-		37
	-		309

APPENDIX XLVI.

Statement put in by District-Inspector Moriarty.

Q. 3759.

In my evidence before the Committee, I gave the average pay, beginning and maximum, of a Constable in England, Scotland and Wales. This was an average of the various Forces, taking one Constable of each Force. The Chairman suggested that it would be interesting to have an average of the pay actually received by every Constable in England, Scotland and Wales.

I have, therefore, taken the strength of each Force as given in the last edition of the "Handy Guide to the Police Forces of the United Kingdom," in August, 1913, and made an approximate estimate of the number of Constables in each Force.

I take all the Constables as at the beginning rate of pay, and all Constables as at the maximum rate.

The following is a Summary of the calculations :—

			Approximate Number of Constables.	Total Beginning Pay.	Total Maximum Pay.
				s. d.	s. d.
58	England and Wales County Forces	...	14,578	362,822 10	457,100 11
31	Scotland County Forces	...	1,737	42,557 2	56,005 1
131	England and Wales City and Borough Forces	...	34,292	912,610 8	1,260,547 6
29	Scotland City and Borough Forces	...	3,432	90,187 8	122,977 11
249	Forces.	Totals ...	54,039	1,408,178 4	1,896,631 5

Average Beginning Pay	...	26	0·7
Average Maximum Pay	...	35	1·1

C. C. H. MORIARTY,
D.I., R.I.C.,
24th March, 1914.

APPENDIX XLVII.

CITY OF GLASGOW POLICE.

(Statement put in by the Chief Constable of Glasgow.)

1. Number of Pensioners now on Pension List—

Chief Constable	...	...	...	1
Superintendents	...	...	...	6
Lieutenants	...	...	...	13
Inspectors	...	...	...	26
Chief Detective Inspectors	...	...	...	2
Detective Inspectors	...	...	...	8
Sub-Inspector of Detectives	...	...	...	1
Detectives	...	...	...	6
Detective Constables	...	...	...	3
Sergeants	...	...	...	44
Constables	...	...	...	157
Park Rangers	...	...	...	3
Total	...	...	...	270

2. Number of Convicts under Police Supervision

...	144
-----	-----	-----	-----

3. Chief Constable's Office Staff—

Superintendent	...	...	...	1
Inspector	...	...	...	1
Sergeants	...	...	...	2
Constables	...	...	...	3
Total	...	...	...	7

4. Registrar's Office Staff—

Lieutenant (Registrar)	...	...	...	1
Sergeant	...	...	...	1
Constable	...	...	...	1
Total	...	...	...	3

5. Rate for Police in Glasgow 5·65d. per £1

6. *Responsibilities of Chief Constable.*

THE GLASGOW POLICE ACT, 1866.—SECTIONS 83 TO 87.

“Section 83.—It shall be the duty of the Chief Constable, and of the Superintendents, Lieutenants, and Constables acting under or appointed by him, efficiently to execute the powers which are by this Act, or by any public Act, or by Common Law conferred upon them for the prevention, detection, and punishment of penal and police offences, or for the preservation of peace and good order within the City, and otherwise to carry into effect the objects and purposes of this Act, so far as incumbent on them or required by the Corporation or the Magistrates' Committee.”

“Section 84.—The Chief Constable shall be responsible to the Corporation, and shall be under their regulation with reference to such of the provisions of this Act as he is or shall be empowered to carry into effect, classed under the following heads of ‘Special Provisions—Fireworks and Gunpowder’; ‘Sanitary Objects—Nuisances, Diseases, Lodging Houses, Food’; and he shall be responsible to the Magistrates' Committee and be under their regulation with reference to all his other duties.”

“Section 85.—The Chief Constable, and the Superintendents, Lieutenants, and Constables acting under or appointed by him, shall, when sworn by the Magistrate, have the powers and privileges appertaining for the time being to any Constable by the Law of Scotland, as well as those conferred by this Act.”

“Section 86.—The Magistrates' Committee may, from time to time, make Bye-laws for the guidance of the Chief Constable; and the Chief Constable may, from time to time, with the concurrence of the Magistrates' Committee, make Bye-laws for regulating the conduct and duties of the Superintendents, Lieutenants, Constables and other persons employed in any department which by this Act is placed under their regulation and control.”

“Section 87.—The Superintendents, Lieutenants, and Constables acting under or appointed by the Chief Constable shall obey his orders and directions, and shall give attendance at the Police Courts, and when required, at any meeting of the Corporation or of the Magistrates' Committee, or of the Ordinary Committees, and shall afford aid and assistance to them and to the officers of the Corporation in carrying into execution any of the provisions of this Act.”

7. *Divisions—Area, Population and number of men in each—*

Division.	Area (Acres).	Estimated Population.	Authorised Strength.
Central	538	31,704	295
Western	850	73,185	161
Eastern	3,705	233,724	258
Southern	956	115,994	199
Northern	668	92,289	181
St. Rollox	2,940	108,950	146
Queen's Park	3,429	122,149	165
Maryhill	2,027	54,540	77
Govan	2,127	105,095	151
Partick	1,484	93,170	143
Marine	459	1,200	111
Headquarters	—	—	9
Probationary Constables	—	—	100
Total	19,183	1,032,000	1,996

APPENDIX XLVIII.

CITY POLICE FORCES—COMPARATIVE TABLE.

CITY.	EDINBURGH.	GLASGOW.	LIVERPOOL.	LONDON METROPOLITAN DISTRICT.	DUBLIN METROPOLITAN DISTRICT.	BELFAST.
Total Force ...	628	1,996	2,249	19,332	1,175	1,268
Population ...	320,300	1,032,000	758,031	7,393,969	416,104	386,947
Aereage ...	11,416	19,183	16,642	447,627	23,264	14,937
Rateable Valuation	£2,932,590	£7,307,672	£4,783,340	£56,091,028	£1,519,022	£1,558,780
Establishment superior to Sergeant (excluding Detective Branch).	One Chief Constable, £1,000 per annum. One Deputy Chief Constable, £275 to £350, by biennial increments of £25. Four Superintendents, £200 to £250, by biennial increments of £10. Five Lieutenants, £160 to £190 by biennial increments of £10. Fifteen Inspectors, £120 to £135 by biennial increments of £5.	One Chief Constable, £1,100 per annum. One Assistant Chief Constable, £452 per annum. Twelve Superintendents (one Chief Clerk) £232 to £352 by £15 per annum. Thirty-five Lieutenants, £160 to £207 in seven years. Seventy-three Inspectors, £125 to £156 in six years.	One Head Constable, £1,000 by £100 per annum to £1,200. One Assistant Head Constable, £550 by £50 per annum to £750. One Assistant Head Constable, £500 by £25 per annum to £600. Two Chief Superintendents, £320 to £420. Nine Superintendents, £250 by £10 per annum to £320. Thirteen Chief Inspectors, £180 to £220 per annum. Forty-eight Inspectors, £145 to £170 per annum. Eleven Sub-Inspectors, £140 per annum.	One Commissioner, £2,000, after five years £2,500 One Assistant Commissioner, £1,350. Three Assistant Commissioners, £1,200 each. Six Chief Constables, £600 to £800. Thirty-one Superintendents, £340 by £20 per annum to £450. Thirty-two Chief Inspectors £239 by £10 8s. per annum to £281. One hundred and five Sub-Divisional Inspectors, £201 by £6 10s. per annum to £214. Four hundred and thirteen Divisional Inspectors, £161 by £5 4s. per annum to £182.	One Chief Commissioner, £1,000. One Assistant Commissioner, £600 by £20 per annum to £800. Six Superintendents, £250 by £10 per annum to £320. Twenty-one Inspectors, £120 by £6 per annum to £160.	One Commissioner, £600 Six District Inspectors, £125 to £300. Twenty-eight Head Constables, £97 10s. per annum to £104.
Average Aereage to each Superintendent	2,854	1,744 (See Appendix XLVII.) (7)	1,849	(See Table A, next page.)	3,877 (See table B, next page.)	2,489 To each District Inspector.

TABLE A.

LONDON METROPOLITAN POLICE.

AUTHORISED STRENGTH OF METROPOLITAN DIVISIONS ON 31ST DECEMBER, 1912.

Police Division.	Acreage.	STRENGTH.				Total.
		Superin- tendents	Inspectors.	Sergeants	Constables.	
Commissioner's Office	—	6	65	194	216	481
A or Whitehall ...	1,203	2	32	76	737	847
B or Chelsea ...	3,309	1	23	95	759	878
C or St. James's ...	486	1	19	58	478	556
D or Marylebone ...	902	1	24	61	531	617
E or Holborn ...	634	1	20	75	539	635
F or Paddington ...	2,374	1	19	74	574	668
G or Finsbury ...	1,178	1	23	61	573	658
H or Whitechapel ...	1,331	1	26	62	578	667
J or Hackney ...	25,056	1	20	124	783	928
K or Bow ...	23,859	1	28	162	1,043	1,234
L or Lambeth ...	1,530	1	22	65	486	574
M or Southwark ...	2,195	1	21	61	493	576
N or Islington ...	38,682	1	28	156	998	1,183
P or Camberwell ...	32,966	1	20	144	838	1,003
R or Greenwich ...	38,797	1	25	151	852	1,029
S or Hampstead ...	52,896	1	21	145	853	1,020
T or Hammersmith ...	44,800	1	20	132	785	938
V or Wandsworth ...	41,734	1	27	150	1,017	1,195
W or Clapham ...	48,870	1	28	160	1,088	1,277
X or Kilburn ...	51,603	1	22	156	811	990
Y or Highgate ...	28,448	1	24	150	895	1,070
Thames ...	4,774	1	12	60	170	243
Not apportioned to Divisions.	—	—	2	21	31	54
Totals ...	447,627	29	571	2,593	16,128	19,321

TABLE B.

APPROXIMATE ACREAGE OF THE SEVERAL
DIVISIONS OF THE D.M.P. DISTRICT.

Divisions.		Acres.
A.	...	1,801
B.	...	766
C.	...	3,048
D.	...	5,133
E.	...	7,198
F.	...	5,318
Total	... ..	23,264

INDEX TO EVIDENCE.

- (A) refers to evidence of the Head and other Constables of the Royal Irish Constabulary.
 (B) refers to evidence of the superior officers of the Royal Irish Constabulary.
 (C) refers to evidence of other persons, except members of the Dublin Metropolitan Police.
 (D) refers to evidence of the members of the Dublin Metropolitan Police.

A

- Acting Sergeant (*see also* "Promotion"): (A) 3382, 3949. (B) 162.
 — demand for abolition of the rank: (A) 1665, 2650-9, 3276-85, 3498, 3566-8, 3891. (B) 4246.
 Agricultural Statistics, collection of by police: (A) 1985-7, 2831-2, 3340-2, 3660-9. (B) 966-7, 3823, 4535. (C) 7090-1, 7102-8, 7176-7201. (D) 6350-1.
 Allowances (*see also* "Lodging," "Charge," "Subsistence," &c.): (A) 836, 2131. (B) 190-208, 2349, 2360. (D) 6843, 6881-4.
 — demand that they should be made pensionable: (A) 577-8, 662-9, 733-9, 827, 1287-9, 1387-90, 1537-9, 1624, 2131, 2521, 2561-8, 2645, 2717-21, 2744-8, 2851, 3004-7, 3507-9, 3591, 3630-40, 3923-31. (B) 2389, 3179-83, 3784, 4277-9. (D) 6884.
 Antrim, rents in: (A) 3330.
 — wages in: (C) 7234-7.
 Armagh, prices in: (B) 3094-9.
 — wages in: (C) 7237.
 Arms, carrying of, by R.I.C. (*see* "Military Character").
 Arms and Straw Allowance: (A) 2580-1. (B) 3172.
 Assistant Clerks to County Inspectors: (B) 296.

B

- Ballinrobe, pensioners in: (A) 2144-50.
 Ballybunion, prices in: (A) 2005.
 — rent in: (A) 1973.
 Barrack accommodation, deduction for: (A) 761-4, 1320, 1525, 1602, 1699, 1972, 2666, 2730, 2816, 2851-3, 3065, 3312-24, 3563, 3876-9, 4028. (B) 137, 143-6, 3156-7, 3821-3. (C) 4866-74. (D) 5970-6, 6810-2.
 Barrack Master: (B) 359, 5105-23, 5368.
 Barrack Servant (*see also* "Cleaning of Barrack"): (A) 563-7, 1262, 2584-92, 4028, 4031-2. (B) 3804, 4303-5.
 Belfast, Commissioner of: (B) 84-5, 230-2, 4420-4, 4517, 4686, 5365-6, 5392-4.
 — cost of living in: (A) 1112-4, 2185, 3214-30. (B) 2222-4, 2236-44, 2285-6, 4696-4701. (C) 2448-63, 2490.
 — details of police system in: (A) 1116-51, 1202, 2188. (B) 2203, 2222, 2230-7, 2309-65, 4300, 4709-34.
 — detective staff in: (A) 3201-11. (B) 2217, 2332-8, 2348-50.
 — employment of police pensioners in: (A) 1054-7, 2188-91, 3289-91. (B) 2203-4, 2228-9, 2372, 2398-2402.
 — force in: (A) 1116-7, 1182-8, 2174-85. (B) 27, 60, 94-8, 2201-2, 2213-22, 2293, 2364-5, 4382-3, 4709-10.
 — force compared with that of other cities: (A) 2173-88. (B) 2222, 2321-3, 4297, 4714. (C) 4937-46.
 — nature of police work in: (A) 1057, 1154-6, 2188, 3291, 3712-6. (B) 2222, 2230-2, 2256-60, 2323, 2376-8, 4118, 4235, 4297, 4717-21.
 — prices in: (A) 1097-1101, 3216-30. (B) 2249-54. (C) 2448-63.
 — promotion in: (A) 3236-40. (B) 2420, 2427.
 — recruiting in: (A) 3237-44. (B) 2206-10, 2263, 2306-9.
 — rents in: (A) 1062-70, 2162-4, 3216, 3221-5. (B) 2210, 2384-7, 4692-6. (C) 2463, 2479.
 — resignations in: (A) 3272-6.
 — S.P.C.C. in: (A) 1161-3. (B) 2203, 4728-34.
 — special allowances in: (A) 1177. (B) 218-229, 2379-82, 4686, 4690, 4702-5.

- Belfast, special treatment asked for: (A) 1114, 1175-80, 2556, 3214, 3230-4, 3573-7. (B) 2378, 2388-94, 4297-4302, 4677, 4702-5, 5365.
 — standard of living in: (B) 4706-9.
 — wages in: (A) 1057-60, 1087-92. (B) 2225-30, 2248-9, 4685. (C) 2464-77.
 Bicycles, use of by policemen (*see also* "Cycling Allowance"): (A) 840, 1625-9, 2819-24, 4190-9. (B) 889-90, 1738-44, 4368-9. (C) 4829-37, 7094.
 Boot Allowance: (A) 686, 1400, 2060, 2582, 2667, 2730, 3334, 3521-2, 3590-1. 3879-81, 3959. (B) 944, 3807, 4279. (C) 4875-82. (D) 6549-54, 6715.
 Bray, force in: (B) 4547.
 — prices in: (A) 723-6.
 — rents in: (A) 760-1. (B) 4451.
 British Police Forces (*see also* "Pay III. (iv.)"), allowances and deductions: (C) 4832-7, 4866-93, 4957-82, 5698-5713.
 — conditions of service: (A) 1195-1200, 2806-14. (B) 2222, 2319-23, 4231. (C) 4809-46, 4931-5102, 5634-7, 5677-98, 5716-5853.
 — pay: (A) 1025-39, 1216-21, 2173-87. (B) 3750-9, 4229-31. (C) 4847-65, 4947-51, 5071-4, 5084-6, 5580-5607.
 — pension provisions: (C) 4891-4901, 4964-70, 4981-2, 5057-62, 5698.
 — promotion in: (C) 4926-30, 5074-7, 5083, 5637-77. (D) 6666-7.
 — strength, constitution, administration, etc., of: (A) 1094, 1182-8, 2180-1. (B) 2222, 3757-60. (C) 4792-4826, 4942, 4951-6, 4983-5, 5050-5, 5634. (D) 6947.

C

- Cadets: (B) 5408-18.
 Candidates: (*see* "Recruits").
 Carlow, detachments sent from: (A) 3684.
 Castlepollard, cost of living in: (A) 1635-49.
 Cavan, duties in: (B) 5239-58.
 — force in: (B) 5387-8.
 — pensioners in: (C) 2954-9.
 — prices and rents in: (A) 523-39, 596-7. (B) 4582-4, 5213-9. (C) 2870-2920.
 — schools in: (A) 574-613. (B) 5234-5.
 — standard of living in: (C) 2951-2.
 — wages in: (A) 542-5, 583-95. (B) 4606, 5220. (C) 2921-8.
 Celbridge, housing in: (A) 3646-9, 3675.
 — pensioners in: (A) 3718.
 — prices in: (A) 3672-3, 3692.
 — wages in: (A) 3640-6, 3692-9.
 Census (*see also* "Horse Census," "Extra Duties"): (A) 2831-2, 3342. (B) 387-9.
 Charge Allowance (*see also* "Constable"): (A) 766-74, 1695-9. (B) 152, 962, 966.
 Children Act, 1908; duties of police under: (A) 1159-63, 1291-2. (B) 395-8, 2260-2, 4530-5, 4723-34. (C) 5810-1. (D) 6344-6.
 Children of policemen (*see also* "Education," "Widows and Orphans"); difficulty in finding employment for: (A) 575-6, 1527.
 — compulsion to lodge out when over age: (A) 1386-7, 1525-30, 2580, 2736-9, 3013-22, 3065-9, 3324-6, 3421, 3531, 3954-9, 3972-7. (B) 4294.
 — transfer expenses over 16 years of age: (A) 3326-8, 3602-5, 3977.
 Clare, cost of living in: (A) 3872. (B) 1756-73, 3726.
 — duties in: (A) 3873.
 — employment of pensioners in: (A) 3883-6. (B) 1848-61.
 — promotion in: (B) 992, 1827.
 — rents in: (A) 3861-3.

Clare, wages in : (B) 907.
 Claremorris, wages in : (A) 1525.
 Cleaning of Barracks (*see also* "Barrack Servant") :
 (A) 1073, 1261-2, 2667-8, 2851, 3061-3, 3312-
 24, 3557-63, 3591-2. (B) 945, 2234-5, 3156-9,
 3796-3802, 4281-92. (D) 5976-85.
 Clerk at Commandant's Office : (A) 3008-12.
 Clerks to County Inspectors : (A) 1300, 1407-23,
 3404, 3936-47. (B) 299, 310, 1840-3, 2421-6,
 4267-9.
 Clogheen, prices in : (B) 3084-6.
 — wages in : (B) 3104.
 Cloth Inspection (*see* "Depot").
 Compensation to police for malicious injuries : (A)
 3522-31. (B) 4103-4, 4221-9, 4678. (C)
 5063-4.
 Connaught, decline of recruiting in : (A) 1560-4. (B)
 4043-50.
 — duties in : (A) 3073-6. (B) 4105-6.
 — no employment for policemen's sons or pen-
 sioners in : (A) 1527, 1539-40, 2722-7. (B)
 4113.
 — number of head constables and district in-
 spectors in : (A) 1567A-1568.
 — prices in : (A) 1522-4. (B) 5191.
 — wages in : (A) 1524.
 Constable, R.I.C. (*see also* "Pay II. (a) and IV." and
 "Promotion") : (B) 911-3, 1795-1804,
 2213-21.
 — history of pay : (A) 2825, 3249. (B) 120-9, 137,
 162, 1774-84.
 — not entitled to Charge Allowance : (A) 766-74,
 1695-9, 1990-4, 2131, 2828, 3328, 3882-3.
 (B) 962.
 Constabulary Force Fund, Benefit Branch : (A) 1290,
 1400, 1713.
 — Reward Branch : (B) 211-7, 1001.
 Cork, duty in : (A) 2552-5, 2599-2609.
 — education in : (A) 2551-2.
 — pensioners in : (A) 2570-5. (B) 3193-7.
 — prices in : (A) 2560, 2846-9. (B) 3081-4, 3093.
 — recruiting in : (B) 3131-52.
 — rents in : (A) 2560. (B) 3084, 3119-24, 4451.
 — stations in East Riding : (A) 2833.
 — wages in : (B) 3106-19.
 Cost of living (*see* "Pay III. (i.)").
 County Inspectors : (B) 4606-10, 5306.
 — allowances of : (B) 5266-5306.
 — history of pay : (B) 4420, 5262.
 — number of : (A) 2833. (B) 84-91, 4418, 5394-5.
 Cycling Allowance (*see also* "Bicycles") : (A) 2659-
 63, 2732-6, 3650-60, 3959-67, 4143-9. (B)
 194-8, 971-2, 2263-6.

D

Debt, policemen in : (A) 546-9, 825, 2687-8, 4153. (B)
 890, 1750-6, 2222-4, 2374, 3838-42, 4217-21.
 (C) 5068. (D) 6804-9.
 Department of Agriculture, services of police to :
 (C) 7084-7108.
 Depot (*see also* "Recruits," "Head Constable
 Major").
 — accommodation at : (A) 2666, 4153-6. (B) 4748.
 — cloth inspection at : (A) 3009. (B) 5106-16,
 5119-20, 5425-8.
 — cost of living at : (A) 2633-41, 2674-86.
 — memorial from : (A) 1023.
 Detachments : (A) 1395-8, 1460, 1988-90, 3507,
 3680-9, 4021-6. (B) 386, 479, 2263-7, 4095-8,
 4107-10, 4235, 4413, 5399-5407.
 District Inspectors (*see also* "Pay," "Promotion").
 — allowances of : (B) 4445-7, 4589-98, 4766-7,
 4781-7.
 — generally : (A) 1541-3, 1557-60. (B) 1801, 4428,
 4447, 4696-4701, 5219-35, 5313, 5380-7.
 (C) 5078-82.
 — history of pay : (B) 130, 4418-20.
 — number of : (B) 75-81, 178-9, 4418, 5396-8.
 — proposal that they should be appointed ex-
 clusively from lower ranks : (A) 603, 676,
 1402-4, 1541, 1938, 2736, 3401. (B) 2436-7,
 4246.
 Disturbed areas (*see also* "Extra Forces," "Belfast"),
 (A) 1541, 2607, 2729-30, 3873. (B) 1747-9,
 1832, 2263, 3190, 4095-8, 4116-8, 4246, 4254,
 4743.
 Donegal, decline of recruiting in : (B) 863.
 — detachments sent from : (A) 4021-6.
 — pensioners in : (B) 972-84.
 — prices in : (B) 935-46.

Donegal, promotion in : (B) 988-92.
 — rents in : (A) 4019-20. (B) 932-3.
 — strength of force and number of stations in
 (A) 4026. (B) 924-32.
 — wages in : (B) 909.
 — Weights and Measures, arrangements in : (B)
 997-9.
 Dublin, pensioners in : (D) 6486-91, 6637-8.
 — police tax : (D) 6168-93, 6947-70.
 — prices in : (A) 2678-86. (C) 6716-56.
 — rents in : (A) 2674-7. (C) 5493-7, 7205-33,
 7271-2. (D) 6464-8, 6511-33, 6692.
 — wages in : (B) 3744-5. (C) 7254-7. (D) 6468-72,
 6693-6710.
 Dublin Metropolitan Police (*see also* "Pay").
 — Chief Superintendent : (D) 6981-92.
 — Commissioners of : (D) 6906-20.
 — cost of : (D) 6102-93, 6947-70.
 — detective force : (D) 5929-30, 5958-9, 6816-36,
 6878-81, 6892, 6895-9, 7010-27.
 — Police Courts : (D) 5984-5, 6102-20, 6158-64,
 6951-8, 6972-9.
 — salary of Accountant : (D) 7071.
 — strength, constitution, allocation, etc. : (D)
 5854-5959, 6228-6329, 6361-6400, 6422,
 6501-10, 6922-47, 6992-7010.
 Duty, hours of :
 — in the country : (A) 1567, 3507, 3675, 3873.
 (B) 383, 1728-49, 4536-8, 4584, 4663-7.
 (C) 4827-8, 4937-9.
 — in cities : (A) 1119-51, 2185-8, 2552-5, 2803,
 3491. (B) 2230-2, 2309-17. (D) 6220-33.

E

Education, position of police regarding : (A) 573-4,
 610-3, 1462-4, 1566-7, 1901-7, 2142, 2540,
 3064, 3921-3, 4130-2. (B) 914-6, 4508-14,
 4598-4602, 5234-5, 5306. (D) 6687-91.
 Enniskillen, police establishment in : (A) 1266-84.
 — rent in : (A) 1285.
 — work of S.P.C.C. : (A) 1292.
 Explosives Act, duties of police under : (A) 781-3.
 (B) 963-4.
 Ex-soldiers, recruiting of : (B) 452-8, 2209-10, 4321-3.
 (D) 6378-82, 7077-9.
 Extra Duties (*see also* "Census," "Foot and Mouth
 Disease," "Weights and Measures," "Agricul-
 tural Statistics," etc.) : (A) 1156-75, 3340-2,
 4132, 4174. (B) 387, 2360, 4348, 4426-8. (C)
 4914-22.
 Extra Forces (*see* "Royal Irish Constabulary" and
 "Moieties").

F

Food and Drugs Acts, duties of police under : (A)
 1428-58, 3342, 3977-96. (B) 398, 3807-21, 4111-3,
 4293-4. (C) 4920.
 Foot and Mouth Disease, police duties in connection
 with : (C) 7087-98.
 Forage Allowance : (B) 4457-9, 4548-72, 4589-93,
 5274-92, 5367-8.
 Fuel and Light Allowances : (A) 558-60, 686-8, 774,
 1073-5, 1255-65, 1390, 1400, 1699, 2060-2, 2510-
 21, 2730, 2817-9, 2854, 2989-92, 3328-30, 3550-6,
 4142-3. (B) 1757, 4113, 4279-80. (C) 5047-9.

G

Galway, duty in : (B) 4105-6.
 — labourers' wages in : (A) 852-3.
 — pensioners in : (A) 2724-7.
 — prices in : (A) 801-6, 2714-6.
 — rents in : (A) 2707.
 Grant to Head Constables on promotion (*see*
 "Promotion").

H

Head Constables (*see also* "Pay," "Promotion").
 — generally : (A) 2982-95. (B) 4279.
 — history of pay : (A) 1023, 1040-50, 1543-57,
 2552, 2981. (B) 120-1, 162.
 — memorial from Depot : (A) 1023.
 — number of : (B) 63-74, 178, 180.
 Head Constable Major : (A) 3007-8. (B) 494A-500,
 4279.
 Horse Census : (A) 1292-7, 3342. (B) 4428.

K

Kerry, detachments from : (A) 1990.
 — pensioners in : (A) 2576.
 — prices in : (A) 2005-18.
 Kildare, detachments from : (A) 3684.
 — prices in : (A) 3672.
 — wages in : (C) 6758.
 Kilkenny, duty in : (A) 3491, 3998-4000.
 — force in : (A) 3505-6, 3607, 3997.
 — prices in : (A) 3441-51, 3486.
 — promotion in : (A) 3498-3507.
 Kilrush, force in : (A) 3865.
 — housing in : (A) 3874.
 — pensioners in : (A) 3885.
 — prices in : (A) 3859-60.

L

Leave : (A) 1318, 1591-4, 1597, 1700-6, 1910, 2188, 2782-3, 2801-2, 2814-6, 3285-9, 3464, 3476, 3649-50. (B) 379, 890, 893, 1738-45, 2355-9, 3778-81, 4040-3, 4295-7, 4539-43, 5247. (D) 6097-6101, 6637, 6639-41.
 Leinster, prices in : (A) 1370-81.
 — wages in : (A) 1372-3.
 Listowel, escort of prisoners from : (A) 1973-82.
 Lodgers, keeping of, by policemen (*see* "Trade" and "Pay" III. (vii.)).
 Lodging Allowance (*see also* "Allowances")—
 (a) of County and District Inspectors, R.I.C. : (B) 4445-53, 4650, 4686-91, 4775, 5191, 5268-9.
 (b) of married head and other constables, R.I.C. : (A) 676, 760, 1320, 1383-6, 1525, 1602, 1693-4, 2060, 2507, 2580, 2645, 2668-71, 2730, 2790, 2851, 3065, 3330, 3519, 3563, 3590, 3631-40, 3879, 3954, 4019-20, 4151-2, (B) 144-5, 152, 245-6, 890, 948-56, 2382-4, 2443-4, 3792-6, 3802, 4113.
 (c) of D.M.P. : (D) 5995-6, 6332, 7060-6.
 Londonderry, duty in : (B) 4235, 4297.
 — extra force in city : (B) 27, 60, 94.
 — prices in : (B) 4580-1.
 — rents in : (B) 934-5.
 — special allowances in city : (B) 218-29, 2384.
 Lurgan, wages in : (A) 2780. (C) 7237.

M

Macroon, duty in : (B) 4663-7.
 — prices in : (B) 3086-90, 4627-9.
 — recruiting in : (B) 3131.
 — strength in : (B) 4668-9.
 — wages in : (B) 3104.
 Manorhamilton, cost of living in : (A) 3578.
 — force in : (A) 3570-1.
 Marching money : (A) 2663-6, 3521, 4150-1, 4201-5. (B) 194-8, 969-70.
 Marriage in breach of regulations, penalties for : (A) 775-7, 835-6, 1290-1, 1972-3, 1982-5, 2666, 2791-2, 2856, 3346, 3519, 3700-5. (B) 362-76, 2407, 4269-77.
 Mayo, cost of living in : (A) 2134-42. (B) 3726, 4068, 4071.
 — housing in : (B) 4050-8, 4113.
 — recruiting in : (B) 4064-8.
 Medical attendance on policemen : (B) 238-41, 1752-5, 3782-4, 4084-5, 4231, 4602-6, 5224-32. (D) 6460, 6633-6.
 Merit Pay (*see under* "Pay," V.).
 Military character of R.I.C. : (B) 4235, 4325-35, 4414.
 Moieties for extra police : (B) 49, 61, 74, 106, 187-8.
 Money, decline in purchasing power of : (A) 721, 3546-8, 4128. (D) 6406.
 Motor cars, use of by police officers : (B) 4459, 4548-66, 4593, 4640, 4698-9, 4739-48, 5291-2.
 Mounted Force : (B) 325, 480-6, 4377-80, 4558, 4739-40, 5144-8, 5158-9, 5163-86. (D) 6549-54.
 Munster, pensioners in : (A) 691-4.
 — prices in : (A) 625-37.
 — rents in : (A) 638-51.

N

National Health Insurance : (B) 3781-2, 5230-2. (C) 4963-4, 5683, 7267. (D) 6328-9.
 Nenagh, cost of living in : (B) 1497.
 — pensioners in : (B) 1507-8.
 — rents in : (B) 1488-90.
 — wages in : (B) 1475-7, 1490-1.

Newmarket, prices in : (B) 3090-2.
 Newry, duty in : (A) 2803.
 — pensioners in : (A) 2811-2, 2826.
 — prices and rents in : (A) 2759, 2763-5. (B) 4584.
 — wages in : (A) 2765-80. (C) 7237.
 Newtownhamilton, prices in : (B) 3086.
 — wages in : (B) 3104.
 Newtownstewart, prices in : (A) 2526.

O

Office Allowance : (B) 5266-73, 5304-6.

P

Pawnbrokers' Fees : (D) 6103-6, 6958-70, 6980-1.
 Pay :—

— I. Insufficiency of present pay (*see also* "Debt") : (A) 550, 651-4, 806, 818-9, 1318, 1460-4, 1564-5, 1583A-4, 1914, 1936, 2137-8, 2506-7, 2550-1, 2643, 2710, 2782-90, 2850-1, 2976-81, 3227-8, 3244, 3303-11, 3377, 3452-64, 3479-81, 3866-70, 4027-8, 4174. (B) 878, 888-90, 1474-5, 1494-7, 1750-6, 1784, 2222-4, 2243-7, 2373, 3166-72, 3724-5, 4068-70, 4217, 4625-38, 4763-7, 5193-4, 5219, 5262, 5306. (D) 6463, 6622-37, 6655, 6686-93.

— II. (a) Improvements now asked for by R.I.C. (*see also* "Belfast")—
 generally : (B) 995, 1498, 1504-5, 4231-5.
 constables : (A) 721, 836, 838-40, 1316, 1585, 1624, 1972, 2032, 2506, 2642, 2758, 2825, 2846, 3244-5, 3546, 3590, 4018-9.
 sergeants : (A) 623, 1216, 1364, 2166, 2710, 2727, 2732, 3057, 3063-4, 3377-9.
 head constables : (A) 520, 1023, 1175-7, 1522, 1557-60, 1567, 2550-2, 2981-2. (B) 4279.
 district inspectors : (B) 4514-7.
 county inspectors : (B) 4515-7, 4587-8, 5313.
 (b) Improvements now asked for by D.M.P.—
 Superintendents : (D) 6330-2, 6359, 6837-8.
 chief inspector : (D) 6839-43.
 inspectors : (D) 6406, 6843.
 station sergeants : (D) 6438.
 sergeants : (D) 6549, 6873.
 detective officers : (D) 6873.
 constables : (D) 6655, 6873.

— III. Grounds on which increases are asked—

(i.) Higher cost of living (*see also* "Prices," "Rents," "Money") : (A) 520-41, 579-82, 625-51, 723-9, 801, 1075, 1203, 1230-44, 1370-81, 1585-91, 1885-1906, 2714, 2758, 2846-9, 3214, 3437-51, 4128, 4138-41, 4174. (B) 919-23, 1756-73, 2375, 3725-31, 4068-70, 4216-7, 4502-8, 4611-3, 5262-5. (C) 2870-2920, 2934-50. (D) 6406-18, 6438-57, 6555-72, 6769-80.

(ii.) Higher standard of living : (A) 582, 708, 1203, 1246, 1250, 2758, 4174. (B) 1475, 1499, 3731-9, 4050, 4313-20, 4606, 4638-40, 4706-9, 5199-5207, 5307-13. (C) 2951-2, 7129-31, 7260-6.

(iii.) Increased duties and responsibilities : (A) 710-2, 780-3, 1156-75, 1651, 2803, 2831-5, 3340-2, 3482-4, 4174. (B) 4104-6, 4235, 4351-3, 4530-5, 4721-3. (D) 6343, 6472-9, 6842-67.

(iv.) Comparison with other Forces (*see also* "British Police Forces") : (A) 740-58, 778, 780, 825-7, 1114, 1151-4, 1216-21, 1914-32, 2105, 2173-88, 2642, 2668-70, 2695, 2800, 2803, 2806-14, 2831-2, 3249-64, 3285, 3493-8, 4174. (B) 1809-21, 3750-60, 4098-4101, 4216-7, 4221-31, 4235, 4410-2, 4428-31, 4459-90, 4615-8, 5314-6. (C) 5003-5, 7085-90. (D) 6356-9, 6406, 6472-81, 6493-8, 6573-99, 6662-7, 6783-4, 6878, 6892.

(v.) Comparison with other employments (*see also* "Wages") : (A) 583-601, 655, 778, 1335-50, 1609-11, 1651-4, 1910-4, 2193-5, 2671-4, 2792-9, 3264-72, 3395-8, 3406-9, 3465-6, 3605-6, 3700-9, 4174. (B) 878-88, 990, 917-9, 1475-85, 1501-3, 1795, 1805-9, 3179, 3761-2, 4490-4502, 4685, 4734-7, 5317. (D) 6468-72, 6658, 6693-6715.

Pay—continued.

- (vi.) alleged risks, unpopularity, etc., of policemen in Ireland (*see also* "Pensioners"): (A) 576, 688-96, 1540, 2002, 4134, 4205-9. (B) 1495, 2263, 4085-8, 4098-4103, 4113, 4235, 4410-4. (C) 2889-92, 5065-7, 5614-6. (D) 6617-22.
- (vii.) Inability to supplement pay from other sources (*see also* "Trade"): (A) 655, 1602. (B) 893-9.
- IV. Maximum pay demanded at earlier service, and shorter periods of increment: (A) 739, 1320, 1400, 1624, 1998-2002, 2506, 2667, 2851, 3063, 3276, 3563, 3590, 3935-6, 4030, 4151. (B) 995, 2278-9, 3770-1, 4640-7, 4767-9, 5193. (D) 6406, 6892, 7059-60.
- V. Good Service and Merit Pay: (A) 833-4, 1323, 1996-2002, 2051, 2131, 2521, 2666-7, 2732, 2856, 3311-2, 3377-9, 3590, 4030, 4199-4201. (B) 992-5, 2278-84, 3173-9, 3771A-8, 4279, 5339-43. (D) 7066-71.
- Pensioners, alleged hardships, unpopularity, etc., of: (A) 669-75, 691-6, 1054-7, 1539-40, 1947-53, 2083-2104, 2144-50, 2530-4, 2568-79, 2721-7, 2811-2, 3289-91, 3390-4, 3509-17, 3883-6. (B) 976-84, 1492-4, 1844-61, 3193-7, 3824-7, 4113. (C) 2889-93, 2954-9. (D) 6486-91, 6637-8.
- occupations of: (A) 1057, 2188-91, 3718, 4152-3. (B) 972-5, 1506-9, 1856-8, 2372, 2398-2402, 4342-4. (C) 4899-4906, 5614-6. (D) 6073-84.
- Pensions, amount of charge for: (B) 107, 168-9.
- conditions of: (A) 1050-3, 1546. (B) 148, 164-6, 344, 352-9. (D) 6070-3, 7028-30.
- effect of Act of 1908 as to: (A) 3336, 3932-3, 4188-90. (B) 344-5, 359, 870, 984-5.
- more favourable terms suggested (*see also* "Allowances"): (A) 577-8, 658-69, 1387-90, 1400-2, 1537-9, 1597, 2091-6, 2521-3, 2717, 2727, 3022-7, 3064-5, 3336-9, 3591, 3630, 4134-8. (B) 345-52, 3784-92, 4277, 4650-60, 4770-4. (D) 6332-42, 6406, 6486, 6554-5, 6676, 6884-92, 7028-44.
- Portadown, prices in: (A) 2762-3.
- Prices (*see also* names of towns and "Pay," III. (i.)): (A) 523-8, 625-37, 723-9, 790, 801-6, 819-25, 1060-2, 1097-1111, 1234-44, 1370-81, 1632, 1885-97, 1954-6, 2005-18, 2638, 2678-86, 2759-65, 2969-74, 3216-30, 3437-51, 3671-5. (B) 935-47, 1756-73, 2249-54, 2286, 3081-3103, 3725-31, 4070-95, 4216-7, 4681-4. (C) 2448-63, 2481-90, 2870-2920, 2934-50, 5431-92, 5501-22, 5608-13, 6716-56, 7115-29, 7258-66. (D) 6438-57, 6555-72, 6692-3.
- Promotion—D.M.P.: (D) 6085-96, 6406, 6472, 6590, 6600-10, 6666-76, 6893, 6899.
- R.I.C.—inequality in conditions of: (A) 765, 1300, 1407, 1665, 3498, 3569. (B) 292-5, 988-92, 2268-70, 3186, 3190-1, 4116, 4254.
- proportion of constables promoted: (A) 3410-6, 3423. (B) 170-7, 4229.
- constable to acting sergeant: (A) 765, 1360, 1597-1602, 1665-81, 1938-46, 2051-60, 2521, 2826, 3029-43, 3342, 3404, 3410-6, 3498-3507, 3563-9, 3596-3601, 3677, 3889-96, 3950-3, 4028-30. (B) 290-4, 296, 300-5, 337-43, 985, 1825-43, 2210-2, 2420-35, 3186-91, 3828-37, 4114-5, 4249-69.
- sergeant to head constable: (A) 1300-7, 1405-23, 2521, 3403, 3936-49, 4028. (B) 299, 310-2, 4267.
- head constable to district inspector: (A) 1402-4, 2579-80, 2981-2, 3043-5, 3401-3. (B) 313-25, 2439-41, 3184-5, 4246, 4501, 4593-8, 4647-50, 4767.
- Protection Posts: (B) 956-9, 4294, 4305.

Q

- Queen's Co., detachments from: (A) 3684.
- prices in: (B) 3726.
- promotion in: (B) 3778.
- recruits in: (B) 3746.
- wages in: (B) 3740-2.
- Queen's Jubilee Fund: (A) 562-3, 678-83, 1711, 3061. (B) 4607.
- Quiet Districts: (A) 1460, 1706, 1988-90, 2521, 3679-89, 4123-4. (B) 928, 1472, 1728-46, 2267, 3190, 4095-8, 4116-7, 4254, 4335.

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